

# Minutes of the Faculty Senate October 1, 2014 Meeting

*Approved November 5, 2014*

## **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:

Our university community has been shaken by the recent publicity surrounding the firing of three long-time employees in University Relations who were arrested on felony charges initiated by UNCG. This issue was first brought to our attention in a letter this week written by three other, former employees in the same department that was sent to the Chancellor's Executive Staff, and then to other campus leaders, the Faculty Senate and the Staff Senate. I know these letter writers, with 26 years of combined service to our university, to be courageous and ethical people who contributed much to UNCG.

Faculty and staff alike have expressed a range of views including outrage, concern, and fear. They have, as well, posed a number of questions. The Faculty Senate and Staff Senate leadership teams will take those questions into a specially called meeting about this issue with the Chancellor tomorrow morning. Those questions can generally be placed into these four, broad concerns:

1. What were the administrative and supervisory procedures used leading up to the termination and filing of criminal charges?
2. Was adequate mentoring provided to Paul Mason in how to manage personnel issues here at UNCG?
3. What role, if any, did prior employee complaints alleging a hostile work environment in the University Relations Department, play in the decision to use UNCG police resources to investigate and initiate felony charges?
4. Were there other internal measures that could have been followed to correct alleged errors or misdeeds that would have better expressed UNCG's commitment to being an inclusive, equitable, fair, just, and safe community?

If you, as a member of the UNCG community, have questions you would like added to this list to be presented to the Chancellor, I invite you to share them with me before 9:00 a.m. tomorrow morning. There is paper on the tables and around the room for this purpose if you'd like to use it, or you can Email me.

The chair asked for any changes to the agenda and indicated that Rod Wyatt, who was on the agenda to speak on The Chancellor's Advisory Committee on Equity, Diversity, and Inclusion requested earlier today to be scheduled for another meeting. Meanwhile, the order of the agenda as originally planned was changed to allow the action item to be considered first.

## **Resolution**

*Susan Shelmerdine, Chair of Academic Policies and Regulations Committee* read  
Resolution #FS10012014:01:

*To Allow Undergraduates Who Began Enrollment before Fall 2014 to Meet the Student Success Standards in the Catalog Under Which they Enrolled Student Success*

WHEREAS, the Board of Governors' Regulations 400.1.5[R] on "Fostering Student Success" required the creation of new Course Withdrawal, Withdrawal from the University, and Academic Good Standing policies effective Fall 2104; and,

WHEREAS, clarification from UNC General Administration confirms that campuses may permit continuing (pre-2014/2015) undergraduates to continue matriculating under the policies outlined in their catalog year instead of following the new policies; and,

WHEREAS, the faculty believes allowing students to complete their programs under the same university rules as when they started is both fair and less confusing than applying the new policies referenced above,

THEREFORE, BE IT RESOLVED, that, retroactive to the beginning of the fall 2014 semester, undergraduate students who enrolled at UNCG before fall 2014 will be allowed to meet the student success standards set forth in the catalog under which they enrolled.

*Passed unanimously.*

## **Approval of Minutes**

*Jim Carmichael, Secretary of the Faculty Senate* asked if there were any changes to the previously distributed minutes for the meetings on April 2, 2014 and September 3, 2014. Hearing none, the chair affirmed that the minutes were approved.

## **Remarks and Q/A: Update on Salary Administration and 2015-2017 Budget Planning**

*Linda Brady, Chancellor*

The Chancellor described the memo received from UNC General Administration on September 17, asking campuses to prepare for a 2% budget cut. UNCG's total budget is approximately \$143 million, so our portion to cut would be about \$2.9 Million. We were given until September 29 to plan the cut, using the guidelines that had been in place since 2008. The administration made an effort not to compromise enrollment and retention goals, and to protect academic units, particularly the graduate assistantships. The Provost allocated .85% to 1.35% of the cuts to the College and the Schools, less than the amount charged to non-instructional units, and less to those units where there was strong student demand for courses. Considerations are based on changes in revenue projections, but we don't know yet that the budget cuts will occur or what they will be.

*Dana Dunn, Provost*

The Provost explained the small allocation of money for raises to UNCG: As I'm sure you are aware and we have reported at meetings, the state provided one thousand dollars across the board in raise funds for SPA employees effective August, retroactive July 1. In addition they provided 40 hours bonus leave for all leave earning employees. Finally they also provided to the UNC system five-million dollars to be awarded to the category of EPA employees. That five million was distributed across all the UNC system institutions. Our share of that is \$335,000. After benefits are subtracted that means there is \$275,000 to allocate. In other words, funds are not sufficient for a meaningful across-the-board raise.

The Provost feels that we have pressing needs to address salary compression, inequity and merit. The time frame for deciding how to distribute these funds allocated was very short.

After discussion with the University's Budget Sounding Board, academic deans, some unit heads and chairs, the decision was made to restrict the allocation pool to 9 or 10 month faculty and phased retirement faculty, since they were the only group of employees who received nothing from the state, no leave or across the board increase. Only Faculty employed for at least 3 years will be eligible for a raise effective November 1 retroactive to August 1. The awards will be capped at \$3,000. Funds will not go far or address the many needs. The estimate is that only 10-15% of 9-10 month faculty will receive a raise from this small pool.

The Provost indicated we should prepare now to be in a state of readiness with data available to enable decisions about future raise fund distributions. To be better situated next year we need annual reviews of all employees that are up to date and thorough. One issue that emerged for faculty review is the umbrella evaluation only offering the ratings of satisfactory or unsatisfactory. Some suggested expanding the option to include scaled ratings would enable more fine distinctions in determining how to distribute funds in the most effective and meaningful way.

The Provost said, UNCG is committed to addressing the issue of salary equity further when funds can be identified. There will be further discussion about annual review ratings for faculty as there is inconsistency in how they are rated in different units across campus.

## **Presentations**

*Charlie Collicutt, Guilford County Board of Elections*

Collicutt detailed the ways that students can register to vote. Early voting begins October 23. There will be a student march to the courthouse downtown to vote *en masse* (Weatherspoon is not available this year), and regular voting in the EUC Maple Room November 4. October 10 is the deadline for voting registration, but voters can register same day in polling stations on early voting days. Voter ID will be required by 2016. There is a voter registration drive on campus staffed by volunteers and a voting registration desk in the lobby of Jackson Library and in the Ferguson Building lobby; moreover, voters can register anytime online at the Guilford County Board of Elections, at the public library and other locations where voter registration forms are distributed. Voting stations will be open from 6:30 AM to 7:30PM on November 4.

*Ben Ramsey & Bryan Terry Undergraduate Studies-to University Teaching & Learning Commons & Enrollment Management*

Ramsey explained the new organization chart that basically replaces what used to be Undergraduate Studies and the Registrar's Office based in part on the model used at the Teachers' College of Columbia University. The goal of this reorganization is to integrate research into teaching more easily; to provide resources for teaching for new faculty; retooling for mid-career faculty; and "final

shot” interdisciplinary teaching for faculty members who are aging out. Faculty mentoring continues, under the direction of Susan Phillips.

*Roy Schwartzman* Report on UNC System General Education

Schwartzman reiterated the system wide survey results which showed critical thinking and written communication to be the two primary items most important to assess. The Board of Governors’ thinking is based on the K12 model of assessment. They are investigating three methods of assessment, one of which we will be bound to embrace: 1) CLA, or College Learning Assessment, already in use at five campuses, students pay \$50 and are required to take test; 2) Pilot E-Portfolio, Qualitative Assessment, multidimensional, in use at four campuses including UNCG; 3) a test to be designed by ETS to be administered throughout state.

### **Announcements**

*Ruth DeHoog*, SECC.

DeHoog outlined benefits and features of SECC campaign now underway with \$200,000 goal. Contributions may be made using traditional paper packet, or online.

*Sean Farrell & Maggie Capone-Chrismon*, Staff Senate

Farrell spoke about shared concerns with Faculty Senate and points at which we intersect (representation on standing committees, service opportunities, and annual kickball event) and wants to work for closer relationship with faculty.

*Aaron Bryant*, Student Campus Coordinator for NC Student Power

Bryant talked about his experience with student debt and poor prospects for employment. He announced planned walkout at the end of October that is not intended to be confrontational to the administration or faculty members, whom he invited to join students in solidarity. The protest surrounds “high cost of education and fees, the overemphasis on capital, and the business model of education.”

### **Committee Briefs**

*Beth Bernhardt*, *Scholarly Communications*, 10/23/14, “Solving the Textbook Cost Crisis”

Bernhardt announced a program to discuss the exorbitant rise of textbook costs led by national figure Nicole Allen in the Kirkland Room on October 23 from 3 until 5.

*Faculty Assembly*, 2014-2015 Schedule and 9/5/14 Meeting Notes

Jovanovic will continue to distribute news from Faculty Assembly meeting to the Senate this year

*Deb Bell*, *Budget Committee*, “UNCG’s Revenue and Spending”

After a brief Budget 101 Session recap, Bell announced the upcoming talk by University of Michigan Professor Howard Bunsis on 10/24/14 in the Weatherspoon auditorium on UNCG’s Budget Analysis. His main concern will be how faculty lines are being used and how the budget should be analyzed from the faculty point of view.

### **Senate Elections**

Stoel Burrowes distributed and counted ballots. All nominees elected. 1 abstention, 1 write-in candidate.

University Committee on Honorary Degrees: Omar Ali

University P&T Committee: David Ayers, Jing Deng, Joseph Starobin

Faculty Assembly Delegation Alternates: Rachel Briley, John Neufeld, Anita Tesh

### **Old/New Business**

Faculty Senate leadership and Staff Senate Leadership will be meeting with the Chancellor tomorrow to discuss the personnel crisis being discussed by the *News and Record*. While not everything can be discussed because of confidentiality policy regarding personnel issues, the goal of the meeting is receive clarification on questions that faculty and staff have.

**Adjourn** The meeting was adjourned at 4:40 p.m.