

UNCSA Faculty Council

February 5 Meeting Summary

Action Items for Faculty Council Members

- Send proposed faculty manual changes to Jeff George by email. We will begin considering them in our 2/19 meeting, and continue into March.
- Look at the results of the [2024 Employee Engagement Survey](#) (behind login).
 - There are several ways the data is disaggregated. You can see the full results, but you might find it useful to focus on the 2024 Topline Survey Results, the Organizational Level Spreadsheet, and the Response Distribution Report
 - In particular, we will discuss the 3-5 items where faculty sentiment is notably low, to uncover the reasons why and search for potential solutions.

Council Decisions:

- Frazier Smith was approved without opposition to serve as Interim Secretary of the Faculty Council. His primary responsibility will be to attend meetings alongside the Chair, such as with the Provost, Chancellor, or Board of Trustees.
- The work of the High School Employee Policy Task Force was endorsed without opposition. The proposed policies will now go to the Executive Leadership Team for further feedback and revision, and eventual adoption.
 - Council members discussed the language in the “attire” portion (Section 6) of the draft. The Council recommends that each school be allowed to define attire that supports the artistic practice, rather than attempting to define this at the institutional level.
 - Council members discussed the “restricted areas” portion (Section 6) of the draft. The Council recommends that either these areas be more clearly defined in the policy, or that such designation be left to each individual school.

Faculty Assembly Report (Elizabeth Klaimon)

- While we need to remain focused on solving problems of workload, compensation, retention, and morale on our campus, we must also be vigilant to changes coming from the state and federal levels.

- The link to the DRAFT of Faculty Assembly Meeting Minutes below is for informational purposes only – the minutes will be approved at the next Faculty Assembly meeting, Feb. 21, 2025. Within the meeting minutes are the Chair’s Report Slides (Wade Maki) with links.
 - https://uncg-my.sharepoint.com/:w:/g/personal/w_maki_uncg_edu/EV_yUocYGd9FgUYOvDx5pUBQtPUTD0W7UvGz-PrwBW5LQ?e=WJSq4g
 - Note: NC General Assembly is now convened in the “long” session: Dr. David English (Senior Vice President for Academic Affairs, CAO for UNC System) has noted that this is the busiest time for the State Legislature, and you will see about a “thousand ideas” but “but only a handful will cross the finish line.”
- UNC System is finalizing redlines (code revisions) to Chapter 6 (Academic Freedom and Tenure) of the UNC Code, and section 400.1. [R] (Academic Program Review) of the UNC Policy Manual; all campuses were invited to provide feedback. All feedback due Feb. 11. Faculty Assembly Executive Committee have reviewed current feedback and wrote Five (5) shared (holistic) recommendations (details within Maki’s Chair Report Slides).
 - Of note: Redlines from Chapter 6 (The Code) which impact UNCSA: These redlines are found at the very end of the document: “2Because of the unique character and mission of the University of North Carolina School of the Arts and of the North Carolina School of Science and Mathematics, the requirement that the institution adopt tenure policies will be satisfied at those institutions by an employment system based on renewable appointments, which system need not provide for the traditional faculty ranks. Wherever the phrase “tenure policies and regulations” is used in this chapter, it shall mean, for the University of North Carolina School of the Arts and for the North Carolina School of Science and Mathematics, the faculty employment policies of those schools. Wherever the phrase “tenured faculty” is used in this chapter and in the Policies of the Board of Governors, it shall mean, for those schools, a faculty member holding a fixed-term appointment.”
- Changes and Executive Orders at the Federal Level will likely impact Higher Education - this is an ongoing situation. David English is monitoring concerns and potential impact.
 - Full list of presidential actions (strongly encourage you to read them yourself!) <https://www.whitehouse.gov/presidential-actions/>
- Federal DEI Executive Orders will likely impact grants and funding for faculty applying for funds at the federal level (see links within Maki’s slides).
- Cybersecurity continues to be an active threat within Higher Education. The UNC System takes this threat very seriously, and a presentation on Cyber Security was given at the last Assembly meeting (details and slides within the FA DRAFT Minutes).
- Task Force Updates from Rob Tabor (Micro-credentials) and Daphne Cooper (Leadership).

- Discussion around the Draft Policy regarding “Policy on Campus Gatherings and Related Student Conduct: UNC Policy 700.4.4.
- System is gathering information through a short survey regarding the individual AI Policies at each institution. (note: Faculty Council might consider inviting our AI Task Force to come to Council and discuss policies and related ideas within this area).

CSI and Collaborative Days:

- Faculty Council expresses a strong desire to set aside time for faculty to meet in mixed-school settings. We believe we need better understanding of the current operational needs of each school before we can move forward toward improvements.
 - We were told that this year’s Collaborative Days and Intermission would provide opportunities for faculty to cross-pollinate, but the discussions are still siloed.
 - We appreciate the effort the Deans have put in to develop a process and gather authentic feedback, but without a faculty-to-faculty component across the school boundaries we believe the understanding will fall short.
- Numerous reps expressed frustration with “the same kind of CSI conversations.” Examples of specific feedback from 1/31 and regarding planning of 2/11:
 - 1/31 seemed like just another faculty meeting. We talked less in this CSI meeting than in any previous one.
 - The faculty is not burned out on the topic; it is lack of faith in the outcome and process (similar exercises have not led to improvements in the past), plus resentment at the imposition of this year’s schedule constraints.
 - Faculty sentiment (largely negative) about Collaborative Days doesn’t seem to be getting through to the administration.

Future Agenda Items:

Faculty Council will take up these topics in subsequent meetings this spring.

- Employee Engagement Survey: underlying reasons and possible solutions
- Course enrollment minimums policy
- Faculty Enrichment Day
- Production Calendar – creating a comprehensive one, and looking for improvements

- Concerns of adjunct faculty
- Faculty manual updates/overhaul
- A.I. policy

Other Updates:

- Welcome to Zak Stephenson, newly-elected Design & Production rep!
- Faculty Searches Task Force is meeting this week to discuss a first draft of recommended guidelines. The revised draft will come to Faculty Council on 2/19 for feedback, then further revisions will be made before passing it on to the next working group.
- Adverse Weather Policies & Procedures are being updated through the Executive Leadership Team. Thanks to Kory Kelley and his StratComms team for doing the leg work to prepare proposed edits! A quick summary:
 - Improved and more frequent communication with the campus
 - A smaller decision-making team to streamline the process
 - Provost or designee
 - VP of Student Affairs
 - Chief of Campus Police & Emergency Manager
 - VC of Strategic Communications or designee
 - Still to be discussed: whether or not to allow for different decisions for the HS and college populations.
- We will be partnering with Staff Council to support the Pickle Pantry this spring, and likely into next year as well.
 - Usage of the Pantry is up to over 70 this year, from a normal average of 20-25 students.
 - Also, students who live in households with family members (such as children or younger siblings) can access the Pantry for their benefit, as well.
 - There will be a call for volunteers to help with sorting and stocking
 - There will be monthly mini-drives focusing on specific product categories