

Faculty Senate

Minutes

5/01/2019 Overflow Business Meeting 3:00-5:00 pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

Present: Ian Jeffress, Indi Bose, Niall Michelson, Roya Scales, Sharon Metcalfe, Mae Claxton, Sean Mulholland, Frank Lockwood, Ken Sanney, Amy Murphy-Nugen, Wes Stone, Kristin Calvert, Sudhir Kaul, Elizabeth Tait, Damon Sink, Ophir Sefiha, Vicki Szabo, Carol Burton

Members with Proxies: Todd Collins, Heather Mae Erickson, Cheryl Waters-Tormey, Laura Wright, Charmion Rush, Rebecca Lasher

Members Absent: Matthew Rave, Saheed Aderinto, Catherine Carter, Ellie Blair, Brian Railsback, Shawn Collins

REPORTS

Chair's Report: Damon Sink

Councils will be discussing implementation of resolutions and recommendations from several taskforce reports.

COUNCIL and COMMITTEE REPORTS

CRC Report: Wes Stone

DISCUSSION and VOTE: NTFF Recommendations Handbook Changes

This resolution will allow for promotional opportunities for non-tenured track faculty. The report was shared out prior to the meeting and is available for review.

We are essentially adding section 4.09 and making changes to several others as well.

The chart was updated. The content has already been approved. We are now voting on approving the implementation side of this in the faculty handbook.

Question: Were there any changes from the recommendation?

Response: We wanted to keep this as true to the approved resolution as possible. We can edit the references at a later date if and when there is a policy approved with regard to a “salary step increase” on the chart.

Question: Can people apply for the increase?

Response: This has to go to the DCRD. This is really a first step that gives Department Heads and Deans an opportunity to hire at these levels.

Carol Burton added that this will go to the Board of Trustees at the June meeting for final approval, and then we will update in the handbook if it is approved.

Brandon Schwab added that fixed term faculty can be appointed at assistant, associate, or full rank currently.

Vote proceeded. Passed.

FAC Report: Amy Murphy-Nugen

DISCUSSION and VOTE: Student Assessment of Instruction TF Recommendations resolution

The council voted unanimously and we ultimately have 10 recommendations going to Academic Affairs and Faculty Senate.

Question: Are we recommending to do away with the universal assessment mechanism?

Response: There are proposed questions, but part of the implementation will be to decide the standard questions we will use. The resolution is to take all or nothing on the recommendations.

Comment: Asking the department that they “should” remove...should really be “shall” remove. A friendly amendment was made to change the language on recommendations #4, #5, and #9 to read “shall.”

Dale Carpenter suggested that folks review page 7 and note the correlations within the report. The main thing we want to get away from is using ordinal data like it is equal interval data. There is a recommendation about training for administrators. There is a lot of information that speaks to the concerns expressed here today.

Further discussion proceeded.

Vote proceeded. Passed.

APRC Report: Ken Sanney

DISCUSSION and VOTE: Non-Curricular/Policy Clarification Taskforce recommendations

The report was brought on screen.

The first year with the taskforce was spent on really streamlining the process. We talked about an overhaul to the University Curriculum Committee (UCC) to catch things on the front end. The idea of this big picture group is to catch issues and offer guidance to make everything run smoothly.

- There are updates to workflows and creating fast tracks within Curriculog.
- The Professional Education Council (PEC) was an approval step in the curriculum process, and a change would be that it will rather be a consultation through the UCC for those particular items affecting teacher education programs and courses.
- There will be additional updates needed to APR 17, checklists, consults, training, etc. that will take time to implement and update.

Vote proceeded. Passed.

Informational

Faculty Salaries Working Group Report: Richard Starnes

The Revised Appendix 3 was sent out prior to the meeting and shared on SharePoint. Thank you to the committee that represented the senate. We were appointed in January and the committee worked very hard to wrestle a very complex issue of salary compression and inversion. We have asked very detailed questions about salaries and the precedence. It was difficult work.

The charge came from senate last spring and asked us to look at a number of questions. Determine cost and impact, develop a timeline, and develop a clear process for implementation.

We used these as guiding principles and discovered that our issues of compression and inversion are much more complicated.

The report serves as a starting place for future work on this issue. We nested the work around our 2020 Vision 2.0. The broader recommendations are at the end of the report. We need some policies and procedures going forward.

The recommendation is that we should provide corrective salary increases for faculty who were promoted prior to the increase in 2017. We also propose this be done over a four-year period and recommend Provost Council develop plans and report back to senate.

The total estimated cost is \$567,000 +fringe.

This does not solve the issue we have with compression and inversion just to be clear.

There are additional recommendations listed from the committee that fell outside of the charge, but we wanted to include them.

Question: Does the data give an idea of what it would take to fix the 7.5%?

Response: Yes, look at Appendix 3. It is not taking into account rank, performance, etc., it is far more complex.

Question: If this recommendation is adopted, there will be a certain amount of money available in the fall, correct? This recommendation will take a certain amount of it and say here is what you will do over the next four years and other monies if available would be used at the discretion of the deans and department heads, correct?

Response: yes

Other campuses are dealing with this as well.

Further discussion proceeded.

University Athletic Committee (UAC) Report: David Tyler and FAR AJ Grube

Activities:

- The UAC reviewed reports, budgets, and it is determined that the athletic department will offer the same amounts of scholarships, but to more students' due to NC Promise.
- From Academics, student athletes are showing strong GPA with an average over 3.
- Next year the NCAA will distribute funds from March Madness contracts based on academic success.
- Operations- we spent time formalizing our processes and we will be better about sending in the minutes. They are on SharePoint currently.
- Andy Frazier testified in front of legislature and also spent time in Dubai.
- We produced an annual report.

Question: The athletic advisors do not coordinate with the academic advisors and they get conflicting advice. What can we do to coordinate this better?

Response: Damon shared that he is glad to see the activity from the committee.

Question: Weren't we going to look at elected vs. appointed members of the committee?

Response: yes, but it needs to go to Rules Committee first.

The UAC and FAR reports are now on SharePoint for review.

The Faculty Athletic Representative will report in the fall semester, and the full UAC report will come out in spring.

Passing the Gavel: Damon Sink

Thank you to all for your service and welcome to new senators and to those coming back.

Academic Integrity Report Endorsement

Senate supports implementations of the recommendations.
Verbal vote proceeded. Passed.

All Faculty Senate meeting recordings are available on the share drive.

MEETING ADJOURNED

VOTE: NTTF Recommendations Handbook Changes

Ian Jeffress	Aye
Indi Bose	Aye
Matthew Rave	
Roya Scales	Aye
Sharon Metcalfe	Aye
Todd Collins	Aye
Heather May Erickson	Aye
Saheed Aderinto	--
Catherine Carter	-
Mae Claxton	Aye
Cheryl Waters-Tormey	Aye
Laura Wright	Aye
Sean Mulholland	Aye
Frank Lockwood	-
Ken Sanney	Aye
Rus Binkley (E. Blair)	-
Charmion Rush	Aye
Amy Murphy-Nugen	Aye
Wes Stone	Aye
Kristin Calvert	Aye
Sudhir Kaul	Aye
Niall Michelsen	Aye
Rebecca Lasher	Aye
Brian Railsback	-
Damon Sink	Aye
Ophir Sefiha	Aye
Elizabeth Tait	Aye
Vicki Szabo	Aye

VOTE: Student Assessment of Instruction TF Recommendations resolution

Ian Jeffress	Aye
Indi Bose	Aye
Matthew Rave	
Roya Scales	Aye
Sharon Metcalfe	Aye
Todd Collins	Aye
Heather May Erickson	Aye
Saheed Aderinto	--
Catherine Carter	-
Mae Claxton	Aye
Cheryl Waters-Tormey	Aye
Laura Wright	Aye
Sean Mulholland	Aye
Frank Lockwood	Aye
Ken Sanney	Aye
Rus Binkley (E. Blair)	-
Charmion Rush	Aye
Amy Murphy-Nugen	Aye
Wes Stone	Abs
Kristin Calvert	Aye
Sudhir Kaul	Abs
Niall Michelsen	Aye
Rebecca Lasher	Aye
Brian Railsback	-
Damon Sink	Aye
Ophir Sefiha	Aye
Elizabeth Tait	Aye
Vicki Szabo	Aye

VOTE: Non-Curricular/Policy Clarification Taskforce recommendations

Ian Jeffress	Aye
Indi Bose	Aye
Matthew Rave	
Roya Scales	Aye
Sharon Metcalfe	Aye
Todd Collins	Aye
Heather May Erickson	Aye
Saheed Aderinto	--
Catherine Carter	-
Mae Claxton	Aye
Cheryl Waters-Tormey	Aye
Laura Wright	Aye
Sean Mulholland	Aye
Frank Lockwood	Aye
Ken Sanney	Aye
Rus Binkley (E. Blair)	-
Charmion Rush	Aye
Amy Murphy-Nugen	Aye
Wes Stone	Aye
Kristin Calvert	Aye
Sudhir Kaul	Aye
Niall Michelsen	Aye
Rebecca Lasher	Aye
Brian Railsback	-
Damon Sink	Aye
Ophir Sefiha	Aye
Elizabeth Tait	Aye
Vicki Szabo	Aye