

The University of North Carolina at Pembroke
Faculty Unapproved Minutes
Wednesday, March 02, 2022, at 3:30 PM
<https://uncp.webex.com/meet/joe.west>

Order of Business

I. Roll Call

Members Present: Altman, Anderson, Bahhouth, Busch, Charlton, Goins, Grimes, Hansen, Hummer, Jones-Locklear, C. Locklear, Lamphere, Lillis, Neal, Pereira, Robinson, Schaub, Snead, Stout, Thomas, Vela, Voecks, Wells, West, Interim Provost Locklear, Chancellor Cummings

Members Absent: None

Guests: Angela Revels, April Whittemore Locklear, Charles Leffler, Corey Pomykacz, Crystal Walline, Cynthia Miecznikowski, Derek Oxendine, Elizabeth Jones, Holden Hansen, Irene Aiken, Jessica Collogan, Jocelyn Graham, Juan Bobadilla, Julie Harrison-Swartz, June Power, Kara Oxendine, Kristyn Wynn, Nicolette Campos, Ottis Murray, Ray Buehne, Robert Arndt, Scott Billingsley, Shilpa Regan, Summer Woodside, Tabitha Cain, Thomas Dooling, William Gay

II. Approval of the Minutes (Appendix A) - Motion by Dr. Stout to approve the Minutes from the 2022.02.02 meeting as presented. **Approved by acclamation.**

III. Adoption of Agenda (As Revised) - Motion by Dr. Pereira to approve the revised Agenda. **Approved by acclamation.**

IV. Reports from Administration

a. Chancellor – Dr. Robin G. Cummings

i. Comments from the Chancellor

1. COVID: Masks optional since Monday 28 February 2022. All other schools going to mask optional, Monday, 7 March 2022, except for those that operate in a county where masks are required indoors. UNCP dashboard shows 0 students being monitored for covid. A new variant reported in Europe is more contagious than Omicron but far less virulent. One-hundred dollars gift cards are still available for those that upload the record of their vaccine booster and a few \$200 gift cards for those that picked their \$100 gift cards. Money should be used by May.
2. Leadership: 1. Charles Leffler, Interim VC for Financing and Administration has done a magnificent job. After a warm handoff period, Gabe Eszterhas will join UNCP on 16 May 2022 as UNCP's new VC for Finance and Administration. Gabe's wife is a retired FBI agent and will bring something unique to our community. 2. The new Provost will be announced on 3 March 2022 after the final decision has been made by the Board of Trustees. Appreciation is extended to Dr. Richard Gay and the search committee for the excellent job done. 3. New Admissions director, Jamee Freeman started 28 February 2022 and Timothy Sampson started a while back as Director of Financial Aid.
3. Retention and Recruitment: UNCP has a new and very different funding model voted on by the Board of Governors that will be implemented immediately. In this module, the number one metric for reimbursement is retention (graduation rates) as it takes a center point of emphasis with the board of governors.
4. Curriculum: 1. The Doctor of Nursing Practice proposal, the first doctoral program at UNCP, has moved to the second step at the system office. 2. The Master of Occupational Therapy is at the first level at the system

- office. 3. The B.S. in Cyber Security is moving along with an expected beginning offering date of fall 2022.
5. Sports: The Chancellor wanted to brag about the men's and women's basketball teams. The Lady Braves won 19 games this season (the most in a decade) but they were beaten on Monday by the other team. The men's team won the regular-season conference championship and will play this coming weekend for the conference tournament and, if they win, they will play for the championship on Sunday.
 6. Salaries: Merit-based discretionary raises of a 5% maximum will be given above the guaranteed state raises. Communication will come directly to faculty members indicating the additional raises which will be seen on their March paycheck and following the recommendation from the Interim Provost, Deans, and Chairs.
 7. Budget: In the past funding model UNCP has been rewarded for its 30% growth (from 6,200 to 8,300 students in the last 3-4 years). Coming 1 July 2022 there is a potential budget challenge, related to a lot of factors one of which is the number of students who are available to be educated. Nonetheless, UNCP is working hard to increase enrollment in the International Program as well as upping some of the marketing strategies to make sure that students are aware of this University to offset some of the above-mentioned challenges.
 8. Dates to remember: Monday, 7 March 2022 is UNCP's 135th birthday. UNC-CH was formed in the 1700s, FSU was formed a few years before UNCP, and UNCP was chartered on the 7 March of 1887 (the 3rd oldest public University of higher education in North Carolina).
 - a. Founder's Day celebration Monday at 2 PM in front of Old Main.
 - b. Monday night the Chancellor will conduct a fireside chat with Dr. Megan Ranney, Dean of the School of Public Health at Brown University in the Upchurch Auditorium in the new Thomas Hall. Dr. Ranney is a board-certified practicing emergency physician respected worldwide and she speaks regularly on news outlets about health issues. At UNCP, Dr. Ranney will have a reflection looking back at Covid, statistics in SE North Carolina, mental health post covid world, among other topics.
 - c. A celebratory dessert social will occur in the University Center on 9 March 2022 and some other events will occur during the month of March.
 9. Questions to the Chancellor: Dr. West commented that the new funding model from the Board of Governors seems to disadvantage schools in low socioeconomic index (SEI) areas because it doesn't control for factors that impact low SEI areas. Dr. West asked if this concern has been addressed to avoid schools in these areas from being affected negatively. The Chancellor replied that there is a baseline at the beginning and each school will be reimbursed for any increase from that baseline (the model will judge against oneself). There is one year of transition which means every school will have the option to get reimbursed under the old model or the new model and take whichever is greater. Dr. West added that the potential for growth in our area is smaller than the potential for growth in the Raleigh area as an example, therefore, Dr. West concluded that the new proposed model is not fair and leaves UNCP at a disadvantage. The

Chancellor gave credit to the designers/creators of the model and their willingness to change it, if necessary, in the coming year.

- b. Interim Provost and Vice Chancellor for Academic Affairs – Dr. Zoe Locklear - Dr. Scott Billingsley reporting for the Interim Provost Locklear**
 - i. Personnel updates
 - 1. Dean searches for the College of Health Sciences and School of Businesses have planned campus interviews in late March, and early April.
 - 2. Department of Nursing has a new Chair, Dr. Camille Reese, starting March 7th.
 - 3. Department of Kinesiology Chair search is at the decision stage.
 - ii. Important Event Dates
 - 1. In-Person Faculty Appreciation Dinner, May 5th.
 - 2. Recognition of Years of Service, April 20th.
- V. Reports of Committees**
- a. Operations Committees**
 - i. Executive Committee – Dr. Joe West, Chair
 - 1. Special Committee to investigate the need for GenEd revisions – The Executive Committee is in the process of investigating the formation of a special committee to investigate the need for General Education (Gen Ed) revisions. The committee will not be tasked to make any revisions or come up with suggestions for revisions. The plan is to form the committee at the March 30th Executive Committee meeting.
 - 2. Faculty Evaluation of Administrators – The Chancellors’ office will be evaluated this year. The evaluation will be done much differently than it was last year. A standard report with a frequency count of keywords in the reviews as well as in the summary report will be given to the Chancellor and the Chancellor only. The Faculty is to expect this survey in the middle to the end of March.
 - 3. Transition back to face-to-face Senate meetings before the end of this semester. Discussion. – A decision must be made about the meeting style of future Faculty Senate meetings. Tara Busch will be sending out a survey to senators and guests to find out everyone’s wishes. Noteworthy there were 50 people in the current meeting something not seen often in face-to-face meetings. Comments or thoughts? Mr. Hansen asked about how the decision would be made. Dr. West replied that the decision most likely falls in the hands of the Executive Committee based on what guests and Senators would prefer as indicated by the upcoming survey results. Dr. West also suggested that the results could be sent to the Faculty Governance committee to get their input. The process and decision would be open to change in the future should the new administration decide differently. A guest in the meeting added that hybrid meetings (with Webex option) create a nice platform for accessibility for people with different health situations, or those that are immunocompromised, ill, and for those with childcare needs. A Senator expressed his dislike for the current voting procedures and added that any kind of online presence would have to be worked out with FGC and the legal office to come up with a method different from the one currently being used. Dr. West agreed that the Executive Committee shares the same concern over voting

and specifically the requirement that one must vocally abstain. If the decision is to continue online, the current voting procedures must change.

4. Faculty Senate Chair-Elect Transition Plan – The process of transitioning Mr. Holden Hansen into the Chair role has started. Current Faculty Senate Chair, Dr. West, and incoming Faculty Senate Chair, Mr. Hansen, are meeting on a weekly basis and will continue to meet on an as-needed basis during the summer.
- ii. Committee on Committees & Elections – Dr. Tara Busch, Chair
1. **(Vote Required)** Confirm Jessica Dupuis (ARTS) to Budget Advisory Committee and Corey Brittain (ARTS) to Enrollment Management Subcommittee. **Approved by acclamation.**
 2. Elections (For Information):
 - a. Oversight of the Faculty Handbook Committee: Rachel Smith (NSM)
 - b. Faculty Awards Committee: Brooke Kelly (SBS), Karen Granger (EDUC)
 - c. Promotion and Tenure Committee: David Oxendine (EDUC), Alice Kay Locklear (CHS), Cecilia Lara (LETT)
 - d. Faculty Assembly Delegate: Robin Snead (LETT)
 3. General Updates:
 - a. We will continue the elections process for the Oversight of the Faculty Handbook Committee.
 - b. We will be asking for four nominees for the position of conciliator for undergraduate grade appeals, which will be forwarded to the SGA for selection of one.
 4. We will begin the election process for:
 - a. The Alternate to the UNC Faculty Assembly
 - b. The At-Large member of the Faculty Awards Committee
 - c. Three members of the Faculty Hearing Committee
 - d. Three members of the Faculty Grievance Committee
 5. The preference poll email, on which the Faculty selects the committees to serve, will be sent out after all the above elections are completed.
 6. Comments: Dr. Billingsley made an appeal to the Faculty and encouraged them to apply for Faculty Conciliator. He emphasized that the Faculty Conciliator position is important for those students who are making appeals. The Conciliator is not a student advocate, but someone that helps the student through the process. Dr. Billingsley also explained that there are always two conciliators each serving staggered two terms, therefore one conciliator has always a bit more experience than the new elected one. Dr. West added to the importance of the conciliator role by mentioning that in three different cases in which he was involved the conciliator was able to resolve the problem and the case never reached the Provost's office.
- iii. Committee on Faculty Governance – Dr. Carla Rokes, Chair
1. Governance Update – The committee is working on a few different things:
 - a. Clarify the language in the Faculty Handbook, Chapter 3, Article II, Section 2 related to the Faculty Senate's role as a policy-making body and an advisory and consultative council to the Chancellor.
 - b. Developing a proposal to move to a new model from division representation to department representation on the Faculty Senate.

- c. Reviewing the social media policy (suggestions to be sent to the general counsel by the end of March).
 - d. Discussing the Faculty Senate bylaws regarding the Faculty Senate Chair (vetting recruitment process, contingency plan in the event of chair resignation, Chair term, possible requirement of a Chair Pro-Tempore to have tenure).
 - e. Reviewing the Faculty Handbook, Chapter 3, Article III, Section 8 on Senate membership and elections, specifically to clarify how leave-of-absence is defined and potentially adding a cross-reference to the definition of the Handbook in that section related to Faculty personnel policies in consultation with the General Counsel and HR.
 - f. SACL has requested that FGC weigh in on adding a graduate school representative to SACL.
- iv. Committee on the Oversight of the Faculty Handbook – Mr. Holden Hansen, Chair
 - 1. Faculty Handbook Update – The committee has been examining Chapter 2, Section II of the Faculty Handbook on Faculty Evaluation. Several minor editorial suggestions and corrections were done, and four paragraphs were sent to FERS for clarification. Dr. Rachel Smith (NSM) was elected to fill an unexpired term, and she has been put in charge to check the Routing Forms and possibly the Minutes to see if the changes that were approved by the Faculty Senate were implemented.

b. Standing Committees

- i. Academic Affairs Committee – Dr. Robin Snead, Chair
 - 1. Curriculum Proposals Requiring Action (View at <https://uncp.curriculog.com/agenda:175/form>)
 - a. **(Vote Required)** From the Department of Sociology and Criminal Justice—program revision proposal, BA in Criminal Justice, adds CRJ 3700 Ethics in Criminal Justice as a required core course (Appendix B) – **Approved by acclamation.**
 - 2. Approved Curriculum Proposals for Information
 - a. From the Department of History—course revision proposal, HSTS 4xxx, changes the course title and description to clarify that this is a research-intensive course
 - b. From the Department of History—course revision proposal, HST 5200, changes the course title and description to correlate with the dual-listed undergraduate course (HST 4050)
 - c. From the Department of Biology—new course proposal, BIO 3015 Medicinal and Poisonous Plants
 - 3. **(Vote Required)** Motion to revise policy on repetition of course work (Academic Catalog <https://catalog.uncp.edu/content.php?catoid=25&navoid=1504>). Originated with the Enrollment Management Subcommittee, passed Academic Affairs Committee 10-0-0 (Appendix C) – Senator question: does this revision apply to UNCP students that did not do well and were encouraged to go to a community college and come back to be readmitted at UNCP (readmitted transfers) or for those that transferred to UNCP but need to repeat a course that they had already taken it? Dr.

Dereck Oxendine replied that the case applied to a small set of students fitting the first case scenario of the Senator question. Such students received an associate degree at the community college (CC) and when they are readmitted, UNCP has not been honoring the courses that the students took at UNCP. The transfer advisory council (joint committee between the university system and the North Carolina Community Colleges) said that such practice “seemed to go against the spirit of the comprehensive articulation agreement.” They will address this formally at their next meeting - **Approved by acclamation.**

4. For awareness, but not yet for a vote: the Academic Affairs Committee passed a proposed revision to the Academic Honor Code, which adds multiple submissions of work for credit as an act that violates the honor code. The committee has received feedback and approval from Meg Dutnell and Art Malloy representing Student Conduct, and from Irene Aiken representing the Graduate Council but is awaiting feedback from SGA before bringing this to Senate - Dr. Snead explained that the Official Academic Honor Code Policy 020505 (which informs the Faculty and Student Handbooks on the honor code) is in need of an added statement (2.1.f) to section 2 of the academic honor code that states that “multiple submission of work for credit as a violation of the academic honor code including an instructor permission caveat.” It appears that only items enumerated on item 2.1 on the list, in section 2 of the Academic Honor Code, are easily enforceable by student conduct. The above statement will clearly indicate that if a student submits a paper to different courses for credit, it is a violation of the honor code. A Senator contributed by saying that the policy document (also on the policies website) covers this item in section 8 of the Academic Honor Code. Dr. Snead added that she clearly asked student conduct “why aren’t all parts of the policy enforceable?” during the AA meeting and never got a direct answer to that question instead she heard repeatedly that only the items enumerated in item 2.1 of the list were enforceable. Dr. West added that he would take an action item to get with Art Malloy and Meg Dutnell to come up with a solution.
- ii. Faculty & Institutional Affairs Committee – Dr. Kelly Charlton, Chair
 1. **(Vote Required)** Motion from FERS (Appendix D) - **Approved by acclamation.**
 2. Recommendation from HSES (Appendix E) – Dr. West added that he would take this recommendation to the Chancellor who would indicate the right direction to get funding.
- iii. Student Affairs & Campus Life Committee –Dr. Renee Lamphere, Chair – Dr. Lamphere wanted to make everyone aware that registration time has changed to Monday at 9 PM instead of midnight. Dr. Charlton stated that it would be worth checking if the times on the students’ time tickets had also been updated. Dr. Lamphere also informed the Senate that SACL is also continuing to investigate the possibility of having gender-neutral bathrooms across campus.
 1. Addition of Graduate School to SACL – the graduate school has indicated that they would like a seat on SACL and SACL agreed that without their representation SACL is missing a portion of the student population. Dr.

Lamphere announced that she would be attending future FGC meetings as this item should appear on their next Agenda meeting. Dr. West added that he will have to look at where this change would be located. If FGC passes the proposal, the proposal will come to the Senate, and depending on the bylaws or Constitution it might have to go to the general Faculty for approval.

- iv. Academic Information Technology Committee – Dr. Roland Stout, Chair
 - 1. No Agenda Items.
- v. Budget Advisory Committee - Dr. Sherry Edwards, Chair
 - 1. No Agenda Items.

VI. Faculty Assembly Updates: None.

VII. Graduate Council (Appendix F)

VIII. Other Committees

- a. **SEI Special Committee** - Dr. Ottis Murray, Chair – Dr. Murray announced that new members (Roger Ladd representing the graduate programs and, Dr. Yao & Terry Kim representing Institutional Research) joined the committee. The committee has been doing a comprehensive literature review regarding SEIs and equity issues. In terms of best practices and after looking at other institutions the committee has decided to modify our current instrument to remove some of the ambiguity in the questions, focus on observations rather than personality and have questions that are transparent and clear for students. Most probably there will be recommendations to help students understand their role and the importance of SEIs as well as additional information or training for the faculty. The graduate school has its own process of SEIs which the committee is not very familiar with yet. The entire SEI online process is labor-intensive with 1800 courses to be evaluated, non-automated, and only one person available to handle it. Other problems include anonymity in low enrollment courses, removing students that drop the course, use of SEIs in the Faculty Evaluation, and the number of requests sent to students to complete the evaluations. Presently housed by the Registrar’s office there is a move to have SEIs housed by Institutional Research.

- b. **CEPP February approved Minutes** (Appendix G)

IX. Unfinished Business – None.

X. New Business – None.

XI. For the Good of the Order

- a. **Athletic Director** - Mr. Dick Christy (Removed, unavailable to attend)
- b. **Staff Council** - Jaelyn Wynn, Chair – At this point (4:58 PM) Dr. West asked for a motion to extend the meeting five minutes, until 5:05 PM. Pereira made the motion, the motion was second - **Approved by acclamation.**
Jocelyn Graham reported for Jaelyn Wynn by reminding the audience to nominate a staff member for employee of the month. The staff council’s goal is to improve communication and engagement between faculty and staff; faculty are invited to any event that the staff council holds. Being planned right now is a chili cook-off, as well as wellness events for this spring and summer.
- c. **Library** - Jessica Collogan, Dean – Faculty are invited to participate in a Stakeholder Meeting for strategic planning series in the library, specifically about ways that the library is or is not supporting the faculty. The library is promoting dialogue by having the faculty learn about each department area within the library, have the faculty voices and suggestions heard. Together those will constitute a guide to prioritizing library resources, programming, policies, etc. For those that cannot attend the meetings, send feedback to the library Dean who will include it in the stakeholder’s meeting. The internal library strategic plan will be finalized this year. The library has also updated its mission statement. Recent

personnel updates include two faculty members (Laura Hess and Roger Cross) departures. Search committees are being formed to fill those positions. Kara Oxendine is the new Assistant Director of Technical Services and Systems Librarian. Kara is developing a new library website and upon the campus return in the fall, all old links will no longer work and will have to be updated.

Pereira requested to extend the meeting for another 5 minutes, Snead second. The meeting was extended until 5:10 PM - **Approved by acclamation.**

The Dean continued with her report: Elizabeth Jones is the new Instructional Services Reference Librarian. Faculty are urged to start planning for future class instruction library research needs. In preparation for an upcoming special collections renovation project, the special collection of books previously on the first floor was moved to the second floor. Dean Collogan shared that the Livermore Library has joined the Carolina Consortium and announced that Faculty members will need to have an article accepted for publication within the Wiley Hybrid Journals to qualify for Open Access through Wiley Hybrid Journal Publications. In her closing remarks, Dean Collogan asked the faculty to submit their suggestions for acquisitions of eBooks and databases to broadly support the programs and to be included within this fiscal year. Due to one-time funding during the past fiscal year, resources were added and promoted to the faculty via the library newsletter, the library website, and faculty email. Dean Collogan offered library representation at department meetings upon request and once again asked for faculty participation at the stakeholder's meeting.

XII. Announcements – None.

XIII. Adjournment – Pereira made a motion to adjourn, the motion was second and the meeting was adjourned at 5:07 PM.