<p align="center">**The University of North Carolina at Pembroke**
Faculty Senate Agenda
Wednesday, Oct 2, 2019 at 3:30 p.m.
EDUC 222</p>

Abigail Man, Chair
Joseph Van Hassel, Secretary

Members of the Senate:

To 2020	To 2021	To 2022
ART Joseph Van Hassel	**ART** Mark Tollefsen	**ART** Laura Hess
CHS Jeffrey Warren	**CHS** Shenika Jones	**CHS** Misty Stone
EDN Joe Sciulli	**EDN** David Oxendine	**EDN** Gretchen Robinson
LET Abigail Mann	**LET** Wendy Miller	**LET** Robin Snead
NSM Nathan Phillippi	**NSM** Benjamin Killian	**NSM** Bill Brandon
SBS Michael Spivey	**SBS** Jack Spillan	**SBS** Victor Bahhouth
At-Large Melissa Schuab	**At-Large** Cherry Beasley	
At-Large Ottis Murray	**At-Large** Susan Edkins	
At-Large Joe West	**At-Large** David Young	
Chancellor Robin G. Cummings **Provost and Vice Chancellor for Academic Affairs** David Ward		

<p align="center">**Order of Business**</p>

A. Roll Call
B. Approval of Minutes: (Appendix A)
C. Adoption of Agenda
D. Reports from Administration
    1. Chancellor—Robin G. Cummings
    2. Provost and Vice Chancellor for Academic Affairs—David Ward
E. Reports of Committees
    1. Operations Committees
        a. Executive Committee—Abigail Mann
            a. Faculty Senate 3 Things:
                a. Continue to advocate for campus safety and push discussion forward about securing classrooms: working with Faculty Assembly and BoG to advocate for system wide policies

b. Working with DoIT to clarify procedures for changing user name, re-white-listing blocked URLs (spoiler: DoIT will process these immediately)
            c. Working to make curriculum approval process as clear and easy for faculty as possible
        b. System President Search (https://northcarolina.co1.qualtrics.com/jfe/form/SV_9TAfsZSHNcvueCF):
            1) What are the strengths and opportunities of the UNC System?
            2) What are the weaknesses and challenges?
            3) In light of both opportunities and challenges, what are the essential qualities needed to be the leader of the UNC System?
        c. Office Hours/Faculty Discussions Report

    b. Committee on Committees & Elections—David Oxendine
        a. Approval of Committee/Subcommittee nominations and information on appointments (Appendix B)
    c. Committee on Faculty Governance—Cherry Beasley
        a. Scott Hicks, Chair
        b. 3rd Thursday of the Month Meeting Time for Oversight of Faculty Handbook Committee

2. Standing Committees
    a. Academic Affairs Committee—Robin Snead
        a. Informational: Maintaining/Improving Retention as main focus of the year
            a. The HAWKalert system, the encouragement to use it, and the issues faculty have expressed with it.
            b. Need for revision of our Gen Ed program
            c. Assessment of noncognitive factors that affect persistence and retention (see Appendix C for example)
    b. Faculty & Institutional Affairs Committee— Joe Sciulli
    c. Student Affairs & Campus Life Committee—David Young
        a. Informational: Interpersonal Violence Statement
    d. Academic Information Technology Committee—Joe West
E. Faculty Assembly (Appendix D)
F. Teacher Education Committee (Appendices E and F)
G. Graduate Council (Appendix G)
H. Other Committees
G. Unfinished Business
    1. Ad-hoc Committee Reports: AIS requirement, Schedule (completed), Budget
    2. Recording Faculty Senate Meetings
H. New Business
I. For the Good of the Order

J. **Announcements**

K. **Adjournment**

The University of North Carolina at Pembroke
Faculty Senate Minutes
Wednesday, May 1, 2019 at 3:30 p.m.
School of Education Building, Room 222

Mitu Ashraf, Chair
Joe West, Secretary

Members of the Senate:

To 2019	To 2020	To 2021
ART Aaron Vandermeer	**ART** Joseph Van Hassel	**ART** Brandon Sanderson
EDN Heather Dial Sellers	**EDN** Joe Sciulli	**EDN** David Oxendine
LET Robin Snead	**LET** Abigail Mann	**LET** Wendy Miller
NSM Sally Vallabha	**NSM** Nathan Phillippi	**NSM** Conner Sandefur
SBS Mitu Ashraf	**SBS** Michael Spivey	**SBS** Jack Spillan
At-Large Polina Chemishanova	**At-Large** Melissa Schaub	**At-Large** Cherry Beasley
At-Large Renee Lamphere	**At-Large** Ottis Murray	**At-Large** Susan Edkins
At-Large John Parnell	**At-Large** Joe West	**At-Large** David Young
Chancellor Robin G. Cummings **Provost and Vice Chancellor for Academic Affairs** David Ward		

Order of Business
A. **Roll Call –** Meeting called to order at 1530
B. **Approval of Minutes** (Appendix A) – Approved as Amended
C. **Adoption of Agenda –** Approved as Amended
D. **Reports from Administration**
      1. Chancellor—Robin G. Cummings (Provost for Chancellor)
          a. UNCC Shooting Discussion
      2. Provost and Vice Chancellor for Academic Affairs—David Ward
          a. Requested operating budget increases.
          b. Requested Approval to spend on:
               1. Additional faculty hires (15 total hires).
               2. Increased departmental budgets in the range of 8% to 13%
               3. Increased faculty travel budget to $1,000
               4. Increased funding for PURC, Model UN, RISE, etc.
               5. Increased funding for GAs

6. Increased funding for various administrative support items (Interfolio, etc.)

E. Reports from Committees

1. Operations Committees

   a. Executive Committee—Mitu Ashraf
      1. Roberts rules on abstentions.
      2. Faculty Assembly meeting.
      3. Met with Chancellor:
         a. BOG recipients receiving special treatment during graduation ceremonies.
         b. Elder and Child care centers.
         c. Parking
      4. Administrator evaluations. – anonymous.

   b. Committee on Committees and Elections—Joey Van Hassel
      1. Master Committee List (Appendix B) Approved - 16/0/0

2. Standing Committees

   a. Academic Affairs Committee—Abigail Mann
      1. Approved by the Academic Affairs Committee. For informational purposes only. Senate vote not required. (Appendix D)
      2. Approved by the Academic Affairs Committee. Senate vote required. (If the link does not work then you may need to copy and paste in your browser.)
         a. American Indian Studies, B.A. (https://uncp.curriculog.com/proposal:407/form) 16/0/0

         b. Applied Management Information Systems, Operations Management, B.I.S. (https://uncp.curriculog.com/proposal:1170/form)
         c. Bachelor of Interdisciplinary Studies in Applied Education Studies: Learning and Development (https://uncp.curriculog.com/proposal:1135/form)
         d. Public and Non-Profit Administration, Financial Administration, B.I.S. (https://uncp.curriculog.com/proposal:1167/form) (b-d approved as a single voting block) 16/0/0

         e. Biology: Agricultural Science Emphasis (https://uncp.curriculog.com/proposal:1175/form) 16/0/0

         f. Birth-Kindergarten Education (B-K), B.S. (https://uncp.curriculog.com/proposal:1083/form) 16/0/0

         g. Business Administration, M.B.A, Concentration in Healthcare Administration (https://uncp.curriculog.com/proposal:846/form)

h. Business Administration, M.B.A., Concentration in Finance (https://uncp.curriculog.com/proposal:1218/form)

i. Business Administration, M.B.A., Concentration in Financial Services (https://uncp.curriculog.com/proposal:1217/form) (g-i taken as a voting block) 16/0/0

j. Computer Science, Cyber Security Track, B.S. (https://uncp.curriculog.com/proposal:1183/form) 16/0/0

k. GLY - 2620 - Environmental Geology: General Education prerequisite change (https://uncp.curriculog.com/proposal:1031/form) 16/0/0

l. African American Studies Minor (https://uncp.curriculog.com/proposal:1166/form)

m. History Academic Concentration (https://uncp.curriculog.com/proposal:1164/form)

n. History, General History, B.A. (https://uncp.curriculog.com/proposal:1177/form)

o. History, Social Studies Education, B.A. (https://uncp.curriculog.com/proposal:1164/form)

p. Social Studies Education, Social Sciences Concentration, M.A. (https://uncp.curriculog.com/proposal:931/form)

q. Social Studies Education, History Concentration, M.A. (https://uncp.curriculog.com/proposal:928/form)

r. Social Studies Pedagogy Core: 15 Sem. Hrs. (https://uncp.curriculog.com/proposal:926/form) All taken as a block 16/0/0

s. Political Science, Pre-Law (https://uncp.curriculog.com/proposal:1047/form)

t. Public Administration, Criminal Justice, M.P.A. (https://uncp.curriculog.com/proposal:1009/form)

u. Public Administration, Emergency Management M.P.A. (https://uncp.curriculog.com/proposal:1007/form)

v. General Public Administration, M.P.A. (https://uncp.curriculog.com/proposal:993/form)

w. Requirements for a M.P.A. (https://uncp.curriculog.com/proposal:992/form) 16/0/0

See Appendix E for the following four proposals (y – bb).

x. Teaching with Middle Grades Science Education Specialization, M.A.T (https://uncp.curriculog.com/proposal:1098/form)

y. Teaching with Science Education (9-12) Specialization, M.A.T. (https://uncp.curriculog.com/proposal:1097/form)

      z. Teaching with Middle Grades Social Studies Education Specialization, M.A.T. (https://uncp.curriculog.com/proposal:1002/form)

      aa. Teaching with Social Studies Education (9-12) Specialization, M.A.T. (https://uncp.curriculog.com/proposal:982=8/form) 16/0/0

  3. Proposal to revise *Faculty Handbook* regarding course management (Appendix F) Abby Amended this already Approved: 16/0/0

b. Faculty and Institutional Affairs Committee—Ottis Murray

  1. Academic Journal Issues: PowerPoint from Dean Swanson (Appendix G).

  2. Parking Lot Study-Dial/Sampson: PowerPoint from AVC Billingsley (Appendix H).

  3. FIAC Resolution: Classroom Safety (Appendix I) Approved with a SIC after soft targets OR 16/0/0

c. Student Affairs and Campus Life Committee—Renee Lamphere – No Report

d. Academic Information Technology Committee (AITC)—Aaron Vandermeer

  1. Proposals from AITC

      a. Regarding Student Evaluation of Instruction distributio16/collection (See Appendix J-1 for notes.)

          i. Proposal to Endorse AITC Recommendation (1): AITC recommends that all student evaluation of instruction be conducted online regardless of instructional format. (AITC approved 12-0-0)

          ii. Proposal to Endorse AITC Recommendation (2): AITC recommends that we use *CourseEval* for Student Evaluation of Instruction through contract end. AITC will reassess *CourseEval* in our final contract year. (AITC approved 12-0-0).

          iii. Question from Melissa Schaub – What does a recommendation actually mean? This question applies to all three items from AITC.

          iv. 16/1/1

      b. Regarding Faculty Develop for Online Instruction (See Appendix J-2 for notes.)

          i. Proposal to Endorse AITC Recommendation (3): AITC recommends, in collaboration with Office of Online Learning and Teaching and Learning Center, a faculty development program for online instruction to include the following components: Faculty Development, Course Assessment, Peer Review, Recognition of Achievement. (AITC approved 12-0-0)

          ii. 17/1/0

        c. Regarding Digitizing the Faculty Evaluation Process (See Appendices J-3 and J-4 for notes.)

            i. Proposal to Endorse AITC Recommendation (4): AITC recommends that faculty evaluation (annual, contract renewal, post-tenure review, major evaluations) move online and that the *Interfolio* Faculty Evaluation Module be purchased and implemented. Additionally, AITC recommends the formation of an ad hoc committee to guide the implementation of *Interfolio*. (AITC approved 12-0-0)

           ii. 18/0/0

F. UNC Faculty Assembly Report (Appendix K)

G. Teacher Education Committee (Appendix L)

H. Graduate Council (Appendix M)

I. Other Committees

J. Unfinished Business

K. New Business

L. For the Good of the Order

    1. Using *WebEx* to record meetings. Joe West – apply to all committees?

    2. Chair comments at commencement. John asked if Mitu would make his commencement known to the Faculty Senate prior to commencement. Mitu responded that his comments may offend. Dr. Ward indicates that Mitu's comments may not be representative of a faculty perspective, and definitely do not reflect Dr. Ward's perspective. Spirited debate ensued.

    3. Motion to extend by 10 minutes 18/0/0

M. Announcements

    1. General Faculty Meeting: Friday, May 3, 2019, at 1:30 p.m. in Moore Hall.

N. Adjournments

For Senate Approval:

Amy Purser replaces Meredith Storm, Faculty Conciliator Nominee
Nancy Palm replaces Jose Rivera, Faculty Evaluation Review Subcommittee (Arts Vacancy)
Amy Purser replaces Kelly Blackmon-Moran, Health Safety and Environment Subcommittee (CHS Vacancy)
Kathy McAllister replaces Summer Woodside, Faculty Evaluation Review Subcommittee (CHS Vacancy)

Informational:

Senate:

NSM Benjamin Killian 2021
SBS Victor Bahhouth 2022
ARTS Laura Hess 2022
ARTS Mark Tollefsen 2021

P&T:

SBS Michael Spivey 2020
EDUC Marisa Scott 2022
AT-LARGE Polina Chemishanova 2022

Committee for Oversight of the Faculty Handbook

ARTS 2020 Vacant

EDUC Olivia Oxendine 2021

CHS Jennifer Wells 2022

LETT Roger Ladd 2020

NSM Tom Dooling 2021

SBS Xinyan Shi 2022

Faculty Grievance Committee Chair-June Power, Vice-Chair Jaeyoon Kim

Faculty Hearing Committee Chair-Robert Arndt, Vice Chair-Marilu Santos

Informational Only: Faculty Senate Chair Appointed

Faculty Research Advisory Board

SBS: Zhixin (Richard) Kang

EDUC Mabel Rivera

At-Large: Steven Singletary

Student Grievance Panel

Selvarajah Mohanarujah

Karen Granger

Hannah Baggott Anderson

Student Appeal Board

Edwin (Cliff) Mensah

EDUCATION AND LABOR

Sedlacek Noncognitive Questionnaire (NCQ)

General Information on the Measure	
Purpose of the measure	The Sedlacek Noncognitive Questionnaire (NCQ) assesses eight aspects of experiential and contextual intelligence. It was designed to provide information that could be used by advisors to work with students developmentally.
Main constructs measured	Intrapersonal competencies; Interpersonal competencies
Applicable grade levels	Unofficially high school and college age
Publication year for the most recent version	1996
Year originally developed	1984
Related measures	
Measure Administration	
Respondent	Student
Method of administration	Paper/Pencil
Number of items	29
Item format	Multiple choice, free response, and five-point Likert-type scale
Administration time	No information is available in the references reviewed.
Available languages	English
Fee for use	Free and publicly available
Credentials required for administration	None

Scoring	
Overall score reporting	No overall scores are reported.
Subscore reporting	There are eight subscores: • Positive self-concept • Realistic self-appraisal • Understands and knows how to handle racism • Long-range goals • Strong support person • Leadership • Community • Nontraditional knowledge acquired
Scoring procedures	The measure is self-scored using scoring information available from the developer.
Interpretive information	No information is available in the references reviewed.

Evidence of Technical Quality	
Populations for which technical quality evidence has been collected	Evidence was collected from freshman at the University of Maryland, College Park (N=2730) (Tracey & Sedlacek, 1984).
Reliability evidence	Test-retest reliability (two-week interval) ranged from 0.74 to 0.94. Inter-rater reliability coefficients were calculated for the three free response items. Coefficients ranged from 0.73 to 1.00 (Tracey & Sedlacek, 1984).
Validity evidence	**Evidence based on content** No information is available in the references reviewed. **Evidence based on response processes** No information is available in the references reviewed. **Evidence based on internal structure** Factor analyses were conducted to confirm dimensionality of the NCQ (Tracey & Sedlacek, 1984). Analyses were conducted separately by race/ethnicity and found evidence of configural invariance across these groups. **Evidence based on relations with other variables** NCQ scores are predictive of academic performance and student retention (Ting & Sedlacek, 2000).

Locating the Measure	
Obtaining a copy of the	williamsedlacek.info

measure	
References	
	Sedlacek, W. E. "An empirical method of determining nontraditional group status," *Measurement and Evaluation in Counseling and Development*, *28*, 1996, pp. 200–210.
	Sedlacek, W. E. "Using noncognitive variables in assessing readiness for higher education," *Readings on Equal Education*, *25*, 2011, pp. 187–205.
	Ting, S. M. R., & Sedlacek, W. E. "Validity of the Noncognitive Questionnaire-Revised 2 in predicting the academic success of university freshmen," Counseling Center, University of Maryland, 2000.
Notes	

Measure summary updated January 24, 2019.

ABOUT

The RAND Corporation is a research organization that develops solutions to public policy challenges to help make communities throughout the world safer and more secure, healthier and more prosperous. RAND is nonprofit, nonpartisan, and committed to the public interest.

SUMMARY
AGENDA UNC Faculty Assembly Meeting: Thursday, September 12, 2019-Friday, September 13, 2019 Spangler Building, UNC System Office, 910 Raleigh Road, Chapel Hill, NC *Theme: Paving the Way During Changing Times*
Friday September 13, 2019 (Spangler Board Room)
Attendance ([View Attendees](#))

8:00AM–8:30AM Chair's Report

Attendance sheet is now electronic. New delegates introduced themselves.

FA meeting has been moved to 10/25 to accommodate current Chancellor Search

Delegates requested video conferencing attendance at the next assembly meeting.

Presidential Search - BOG has announced its presidential search and the BOG Chair and Vice President will serve as chair and co-chair of the search committee. David has asked for faculty and staff representation. Last time, visiting campuses did not work well and had low attendance. A request has been made to start with the FS Chairs so that each campus will have one seat at the table and each FS Chair will then bring back to the campus – one campus, one vote to get representation from across the system. BOG has taken our recommendation under consideration. We did not have this feedback under President Spellings. We learned via the media like everyone else. Must also consider Staff and Student input. No timeline at this point.

No search firm will be used. Delegates raised concerns about continuing uncertainty and impact on system and staff.

8:30AM–9:00AM Discuss Faculty Assembly Executive Committee positions & FA Committees

FSU Chancellor Search – concerns that information is delivered to faculty after it happens; Faculty have a lot of questions and believe they should have an equal number of faculty on the search committee and they are not seeing that currently; currently more Trustees than faculty on the committee.

NCSSM – currently has an interim Chancellor and Provost

ECU – currently has an Interim Chancellor. Although he does not have an academic background overall faculty appear to be happy with his leadership; he has done a good job of calming things done and the faculty want things to move slowly

Charlotte Chancellor Search– It is ongoing and UNCC Senate Chair was named to the Search Committee; what is the amount of faculty input? Set % of faculty and staff? Currently 1/3rd of the search committee comes from faculty and staff combined (3 faculty and 2 staff on right now); One of the faculty members is a Dean, the second is an Associate Dean; enlarge from 15 to 20 to increase faculty?

Chapel Hill – Interim Chancellor (Dean of College of Arts and Sciences); Senate Chair is on the search committee and there are an equivalent number of faculty and trustees along with GSA and SGA. Decided not to use an outside search firm due to high costs.

9:00AM–9:30AM Discussion with Harry Smith, Chair, Board of Governors

He is working closely with all Chancellor searches. He feels it is important to quantify the performance of universities and leadership is largely the key to the successes and failures they experience. There are a lot of internal candidates that know and have dedicated their careers to our local institutions; he is not a big fan of using search firms.

During his tenure he has taken a hard look at the BOG perspective – not a lot of governance and oversight and may have paid too much "homage" to universities. He feels it is important to push decision making more toward the local level and to ensure high caliber "athletes" are in trustee positions. Appropriate training on how to be a high caliber Trustee is also very important.

Currently, there is a lot of pressure on higher education– healthcare and education are the nation's top priorities, and both are inefficient and too expensive. How to position each of our institutions for long-term success? Lots of changes are coming. For example, private institutions want to join UNC and our healthcare system; they see the winds of change.

Regarding the President's search – it's a 70-hour week job. They are looking for someone who has managed a complex system and asset in a changing environment. Can they actually run the UNC system? Much more than advocacy now; you have to be able to run and manage the entire system; all 17 institutions are different. One policy may not work well across all institutions.

Another priority is taking some authority back to the local level; relinquishing some BOG control and giving it back to the local institutions. Train the trustees and give back more local control. Student debt is too high and it is not working and is not sustainable. We need more students and a much stronger partnership with our CC system.

He is cognizant that faculty are the heart of the system; it is really what we do. The numbers show an imbalance for faculty in terms of salary. How do we move the needle on faculty salaries? David's leadership – no longer us vs us. They came to the BOG about how we can work together. Governing bodies need to understand what faculty actually do – this can open the doors for healthy conversations around compensation.

This current BOG has worked on the entire system; we were not operating as a system for many years. BOT training taking place in October and the Faculty Senate will be involved.

Campuses should be positioned for long-term success; long-term neglect will hurt the system. We are going to quantify the success of each institution using analytics and data. If enrollment is trending down we have a problem – this is just the fact. He prioritizes Performance and Relationships to effectively lead the BOG and work with our institutions.

Faculty Morale – student enrollment is a big deal and we are going to see drops; building issues are an example of neglect and are being rectified. He believes in the concept of Healthy Disruption where we position the UNC system for long-term sustainability. There is a need to battle the online competition. We are going to preach quality and administrators have to take care of their faculty.

Major issues: First, there is a crisis around tuition – structural problem around student debt; state funding has been so flat so tuition increases was the only way to increase revenue; this is counterintuitive. The second issue: there is a perception that the BOG has actually been more hands-on not less with BOT and local campus administration. Are we really a system? Not as much as he would like; we are operating as individual institutions; the BOG has taken on bad administration – we look at facts.

The system can run things more efficiently; the revenue brought in by each Institution is massive; we are a large business; some schools are rich and some are not; we are going to be a system; all schools are equal.

Deeply concerned about demographics over the next 10 years, if 18-24 are not there, campuses have to right-size. We must have a model in place so that we can stay out front and drive our own change as opposed to trying to push up stream. What are we going to do?

Students getting jobs must be another measure.
What are we training the BOT to do? Most of the BOT – they don't understand how things run. They need to be trained on everything – how it runs, operates, and funds itself. The System is actually funded by poor people. The BOG is going to hold institutions accountable; they must be efficient and institutions need to right-size.

Delegates asked questions:
What about non-tenured faculty? What's the awareness (Wendy Murphy now overseeing faculty P&T committee) of the Board regarding NTT? She understands legislative bloat, she is chairing P&T.

Quality of students is important. What happens when there is a student shortage? You need 5,000 students; 67-68% acceptance rate. If you need more students, you have an 82% acceptance rate. The harder it is to get in, the higher retention and graduation rate. If we do not remember this we will start going off the road in terms of retention and graduation rates.

Salary white paper – what is the next step communicating with the powers that be about faculty salaries? Can we have the face2face? You need a relationship first – David and Tim are building bridges instead of blowing them up and so this conversation will be had at some point.

Wrap up – we have a lot of great things going on now as a system. Interim leaders are doing great things. LEADERSHIP MATTERS and interim status allows us to see their performance. We are committed and understand it and are trying to navigate the storm. Where is the Healthy Disruption? We must take our time or else the ship will break apart. He

is used to developing a strategy and deploying it. Must slow down. Can we get back to a four year degree in four years? Non-performing programs will be addressed. It is important to have students that are qualified; retention is important. Change is coming. Also important to remember that the BOG is all volunteer. They are doing it because they care.

Barbara Howard, Professor from Appalachian State, was unanimously elected as Vice-Chair-Elect.

John Falchi; Director, Special Project; DLI

DLI Symposium is March 31-April 1st at the Friday Center in Chapel Hill. This year there are two priorities: 1) Digital Learning Pedagogy – how do we share innovations with one another; 2) How to assess and select technologies? Challenges understanding the specific tools. Early registration opens on 11/1. There is a new DLI Webinar series that you can access at dli.northcarolina.edu; we will be inviting thought leaders across the world; conversations with new technologies and learning technologies. Email John at dli@nortcarolina.edu.

Dr. Wes Grant – Call in speaker. Helping oversee UNC system security. CAMPUS SECURITY INITIATIVE which has been operating for five years.

Dr. Grant wanted delegate input. In 2013, UNC System President Tom Ross introduced the campus security initiative. This was a System wide review and a campus security initiative report was generated with 36 recommendations. Recommendation #3 was to establish this committee. Since 2016, they have been focused on implementing the recommendations and they have diverse committee representation from across the system.

Largely worked on the recommendations or the campuses worked through their own plans in this area. In 2018-2019, they are looking at a new idea phase to help unshackle from the past. Their mandate is quite broad – soliciting project ideas and the more perspectives the better. How do we best serve the campuses? Here is the web form to solicit ideas [Proposals: Committee on Safety & Emergency Ops](#)

10:15AM–10:50AM Matt Brody, Senior Vice President and Chief Human Resources Officer

There is good news on the HR front. Our current network for our state health plan will continue. The Clear Pricing Program is also underway.

They are developing a system wide faculty salary analysis tool to benchmark against peer institutions.

The new budget was vetoed and bounced back to the GA but we did not receive our requested appropriation. There is no money for the annual salary raise process. The legislature passed mini-bills approving salary increases for state government at 2.5% which specifically excluded universities and community colleges.

$15 million increase is what is in the budget, which equates to a 0.5% increase. It would take $67 million to fund 2.5% like other state employees. Currently in a waiting game and there is heavy engagement with the GA to get this number increased.

Currently we are in a wait and see mode. This is the second year in a row – unlike the past 18 years, that universities and CC salaries have diverged. If this continues the universities need to revisit how raises must come from the main budget (potentially).

Are we underpaid? If so, how much. Facts not emotion. We need quantitative data for low faculty morale and how much they are underpaid. We must move past the anecdotal – the BOG Personnel & Tenure committee has heard your message. How do we compare by rank and the discipline-specific data for institutions across the country?

This issue is not new – we are a complex system; our system is designed to have CEO through the Chancellor at each institution; the system does not make decisions about faculty compensation, the Chancellor does. We are going to have to examine the entire system to understand the macro situation; the system has never made an attempt to look at this for the entire system.

Goals for the tool: 1) Incorporate both faculty and institutional characteristics; 2) Broad coverage of institutions and disciplines; 3) Provide analysis that is replicable; 4) Support more accurate and consistent system-wide market representation.

We want a tool that examines this every year. Devil is in the details. Data sources are not robust currently. Not one tool. Three views of the Data: 1) Market Comparison – salaries by rank and discipline compared to similar public institutions nationally; 2) Market Difference – different visualization of the same data; 3) Salary Compression – within institution comparisons with same discipline and across faculty rank

The tool will have a Market Comparison filter – 1) Which statistics do you want to look at? 2) Institution, 3) CIP code at 4 and 2-digit level (e.g. SOE vs SOE educational leadership and policy), and 4) Faculty Rank; Compared to Carnegie group averages.

They are not trying to supplant Provost level analysis. Our IR will work with each Institution IR to be more consistent with CIP code 4 and 2-digit for all faculty. They want to examine MARKET DIFFERENCE - +/- Institution salary minus market salary and COMPRESSION – Are lower ranks making more money than higher ranks? We can analyze by gender, race, etc.

Next steps – preview opportunity for IR offices; finalize release v1 of the tool; provide access to institution-level FA reps via IR offices; Provide system-wide summary level analysis to BOG and FA.

Delegate Questions:

Oklahoma State faculty salary survey tool – is it valid? Data analytics folks looked far and wide and this is the very best we can do.

Thanks for moving this from anecdotal to data driven – is there some way that at the system level that you can ask for information on a consistent basis? Working through IR offices.

Can we get input from: HMSI's and Urban vs. Rural divide; often Rural living is more expensive due to transportation cost. Are there policies that salaries should be equitable? What if they say "so what?"

First quarter of 2020 – this tool will be available is the goal. Are we a system that rewards other people that go find other jobs? Do we reward people who are loyal as opposed to people looking for another job? If so, we must maximize annual allocation for an annual raise – recruit and retention fund is getting a robust increase. Focus needs to be on annual raises; let's use this data to ask for a salary increase that is fact driven. Compression is usually what occurs when this happens. Cost of living as part of the tool: National analysis averages COL out.

Comparative peer institution – public only? What about private institutional peers? The problem with privates is access to the data which is the major limitation. We don't want to exclude privates but may be hard to get the data. Not everyone believes we should be competing with private institutions.

IR offices will be asked to reach out to Senate Chairs FS Chairs to make sure we are part of this conversation.

10:50AM-11:25AM David English, Vice President for Academic Program, Faculty and Research Update

His job is to oversee all Academic Affairs – focus on academic programs, faculty support, and sponsored research. He has his bachelor's and master's from App State; PhD from NC State. He takes requests from individual institutions and makes recommendations to the BOG for program approval, continuations, discontinuation, etc.

Update on enrollment - trending upward and overall graduate student enrollment is strong. There are variations and some institutions are growing and some are not.

Major initiatives – the statewide policy on AP course – 3 is the minimum score unless exception at the campus level. ECU math pathways initiative - looking at ways to right size math curriculum based on specific majors. This is a faculty driven effort and their next meeting is 11/15 at App. State.

Another project is a Peer institution study – UNC system gets a BOG peer list for each institution which creates a benchmark across statistics.

Delegate Questions: *Standards for productivity – what is low and high? What are the standards of the BOG so faculty can be made privy to these standards?* The code says: graduates from a program over time. It is agreed that this is not the strongest metric. The FA can work with BOG to revise this metric.

How about duplicate majors? The Board and System office helps identify this to meet the needs of the state. Right now, there is not a robust standard.

11:25AM-12:00PM Drew Moretz, Vice President for State Government Relations

Salaries – UNC did receive $15 million first but this is being negotiated.
The good news is that there are zero cuts to the university. The Senate included cuts to Chapel Hill and NCSU but it was rejected. Summer funding and statewide building reserves were also protected.

Enrollment Growth was $75 million for k-12, CC, and HE – small growth in K12, drop in CC, and small growth in HE. The Faculty Recruitment/Retention fund was raised from $6 million to $11.4 million (19/20 to 20/21).

Additional Business:

Delegate 4 - Four delegates (ASU, NCAT, UNCG, UNCW) held a special election to replace Barbara Howard; Senate Chair Julius Harp of NC A&T was unanimously elected.

Priority initiatives: To have faculty assembly rep. on the BOT of each of the 17 institutions by having the Senate Chair serve as the representative.

Systemwide standardized safety training for all faculty and campuses (active shooter, pathogens); every faculty senate should be involved on its safety committee.

12:00PM–1:00PM Lunch & HMI meeting (Conference Room A)
1:00PM-2:00PM Committee Meetings: Student Success, Governance, Faculty Welfare, Budget & Finance, & Innovative Technology Task Force

2:00PM Adjourn

2:00PM–3:00PM Faculty Assembly Executive Committee Debriefing

Minutes
Teacher Education Committee Meeting
Wednesday, April 10
3:00 pm SOE room 222

"Preparing professional educators who are committed, collaborative and competent"

Attendance: Irene Aiken, Mary Ash, Alfred Bryant, Serina Cinnamon, Melissa Edwards, Cynthia Giambatista, Karen Granger, Naomi Grant, Ann Horton Lopez, Eun-Hee Jeon, Shenika Jones, Mary Klinikowski, Roger Ladd, Cecilia Lara, Lisa Mitchell, Olivia Oxendine, Kayonna Pitchford, Jose Rivera, Gretchen Robinson, Heather Sellers, Thomas Trendowski, Jennifer Whittington

1. Meeting was called to order at 3:03 pm by Karen Granger

2. **Approval of the Minutes:** motion made by Lisa Mitchell, seconded by Roger Ladd. Approved.

3. **Adoption of the Agenda:** motion made by Ms. Mary Klinikowski, seconded by Olivia Oxendine. Approved

4. **Report from the Dean's Office –** no items presented.

5. **Mary Klinikowski presented the following items:**
    a. Residency Licensure Plans – No change, we are working with students based on the two-page handout embedded below:
        https://bravemailuncp.sharepoint.com/:w:/r/teams/TEC/_layouts/15/Doc.aspx?sourcedoc=%7B9FDBC5DC-45C3-409C-A5EA-98C023ED87E2%7D&file=Residency%20info-1.docx&action=default&mobileredirect=true
    b. EDA - Suggestion to augment EDA form for students in Taskstream with a question for candidates to explain why they rated themselves with a 0, 1, or 2 – from EDN 2100 instructors – this will begin in Fall 19. Need to remediation form and procedures.
    c. Taskstream – Change in 3 Taskstream DRFs for traditional undergrads to go through beginning Fall 2019:
        - Unit Wide Checkpoint 1 for EDN 2100 and EDA and application for admission to TEP – This will stay the same of the current checkpoint 1 DRF.
        - Unit Wide Checkpoint 2 for admission to professional semester and pre-internship EDA process – This will allow part of the current checkpoint 2 DRF to separate into 2 parts, one that focuses on admission to the internship and the pre-internship field experience. A final DRF that will focus on the internship assessment documents,

- Licensure area Checkpoint 3 for all internship documents, observations, midpoint, EDA, final, exit surveys, common rubric assignments – This will be the 2nd part that was mentioned above.
- There will be a new MAT DRF beginning in July. Proposed format is below: https://bravemailuncp.sharepoint.com/:w:/r/teams/TEC/_layouts/15/Doc.aspx?sourcedoc=%7BBE80A653-BFBC-4797-949C-B85870F1F4DE%7D&file=Graduate%20Taskstream%20Organization%20new%20MAT.docx&action=default&mobileredirect=true
- A New Unit Wide Grad for MA and MAeD programs will have to include the EDA requirement. This will also be developed for fall 2019 implementation.

   d.   CAEP timeline:
- Visit, Spring 2023, must select our dates as soon as CAEP allows
- Full Self Study report with all data from 3 cycles due 9 months earlier, Summer 2022
- School year 2021-2022, CAEP Data Year, New Dean
- School year 2020-2021, CAEP Data Year, New Dean
- School year 2019-2020, CAEP Data Year, Interim Dean

   e.   Assessment Subcommittee – plan to ask Dr. Donna Thomas (Hoke County) to be our school partner to serve on the committee
- Discussing a workday to work on rubric validity and reliability
- Discussing reducing the number of EPP created rubrics (CAEP suggests only using 2 or 3.) Will need to be a fall 2019 discussion
- CAEP standard 3.2 – must have basic skills test information for all. Currently using Praxis Core for traditional undergrads, must have a similar reading, math, and writing score for ALL paths for ITP licensure including new MAT and Licensure only.
- Dr. Mitchell has asked for volunteers to work on a new, improved observation form. The sub-committee recommends a proprietary observation form if possible since time is short, and validity and reliability must be established.
- Our TEP will need to address validity and reliability for the Teacher Candidate Rubric and EPP created rubrics.
- Procedures to implement the full Teacher Candidate Rubric at internship midpoint and final were finalized in Assessment SC meeting February 20.

   f.   CAEP Annual Report - In progress

   g.   Shared updates for Taskstream handbook, Title 2 reports, surveys for end of internship semester (5) two for interns, two for clinical teachers, one for university supervisors completed multiple times for each clinical teacher you worked with

   h.   Reminded all to complete the assessments for all the work submitted to you in Taskstream before the end of the semester.

6. **Kayonna Pitchford presented the following items:**
   a.   Field Experience
   b.   Internship
- NC TOY Freebird McKinney presented to the interns 4/5/19
- Pinning Ceremony – May 2, 4 – 6 pm. Carrie Robledo (UNCP alum and Moore County TOY is scheduled to speak)
- Fall Internship Orientation April 23 or 26, August 14-16 & 19, 2019

- Tentative Career Fair and TOY November 8, 2019 (thinking about moving the TOY presentation to the Pinning Ceremony)
- We will have 34 interns in the fall (see list)
c. edTPA
  - EdTPALs met April 9, 2019 topics covered include:
    o Seven participants
    o Analyzed scores to discover trends
    o Discussed major needs for the unit (Academic Language – rubrics 4 and 14, Analyzing Teaching Effectiveness – rubric 10, Students' Understanding and Use of Feedback – rubric 13)
    o Resources for Academic Language and ideas for incorporating edTPA into courses more explicitly were shared
    o Discussed possible topics for the edTPA Institute
  - Next group of scores will be returned April 18, 2019
  - Final Submission Party was held April 19, 2019 and included: 7 interns and History/SS MAT students attended. Scores will be returned May 2, 2019.
  - Please let interns know that they can walk on May 4 even if they still need to pass edTPA. They will need to request an Incomplete and will have 30 days after graduation to have it removed.
  - edTPA Fridays – September 27 and October 11, 2019
  - edTPA Institute - July 15, 2019
  - Need ideas for remediation past graduation beginning next semester. (Continuing Education class to repeat edTPA?)
d. Partnerships
  - 19 students attended the PSRC session
  - 237 children and adults attended STEAM Day 4/6/19
  - 15 district/school contacts attended the Advisory Luncheon after the Career Fair 4/5/19
  - 19 students have registered for Early Learning Curriculum Day
  - 9 proposals have been received for the Clinical Teacher Academy
  - 7 teachers have registered for the Clinical Teacher Academy (all PSRC)
  - NBCT Informational meeting June 1, 2019
  - Classroom Management for New and Lateral Entry Teachers, July 8 ComTech
  - Partners who have expressed interest in serving on subcommittees
    o Teacher Recruitment and Retention
      a. Rashard Burrows rashard.burrows@robeson.k12.nc.us
      b. Lonnie McRavin lonnie.mcravin@robeson.k12.nc.us
    o Curriculum and Instructional Practice
      c. Stephanie Thomas stephani.thomas@robeson.k12.nc.us
      d. Thomas Jones thomas.jones@robeson.k12.nc.us
e. Clinical Partnerships Subcommittee met 4/9/19
  - Discussed edits to Early Release policy and form. Will send to Policy Review Committee for considerations.

7. **Report from Teacher Recruitment and Retention** – Jennifer Whittington
   a. Recruitment Events
     - Admitted Student Day - 4/6/19 (10 students)
     - Hoke High School Career Day - 4/12/19

- Hoke County Teacher Job Fair - 4/12/19
- Johnston County Teacher Job Fair - 4/12/19
- West Hoke Middle School - 4/15/19
  b. Teacher Cadet Event – September 2019
  c. Open House April 27
      - https://bravemailuncp-my.sharepoint.com/:w:/g/personal/jawhitt_uncp_edu/ET7oNKOYgspIr44egdTBvyoBU2fabjSodpiHwrPC3Lr2iQ?e=c7tQOI
  d. Recruitment and Retention Subcommittee
      - CAEP Conference materials shared – April meeting (email)

8. **Report from Policy Subcommittee –** Jose Rivera
    a. Dr. Rivera Update on Professional Liability Insurance and conversation on what other institutions are providing. Pros and Cons were shared on how to require, what organizations to use and what is the time frame. Dr. Rivera suggested an Internal Advisory Council to manage TEP initiative such as this.
    b. Dr. Kay Pitchford shared information from Joshua Malcom's office regarding Professional Liability Insurance.
    c. Suggestion was made to have students load evidence of purchase into TS.
    d. Fall 2019 and spring 2020 Interns are aware of requirement to have Professional Liability Insurance.
    e. Suggestion was made to include language regarding the Professional Liability Insurance in Common Syllabus.

9. **Report from Curriculum and Instructional Practice Subcommittee –** Karen Granger
    a. CAEP Conference materials will be shared during the April 24 meeting
    b. Continued conversations on the InTASC Standards
    c. Survey will be created to identify what technology faculty need.
    d. Working on a list of user-friendly apps
    e. Quizzes.Next Cheat Sheet and Quizzes.NExt Overview for Instructors Video - Cynthia Giambatista

10. **New Business**
    a. Teacher Education Admissions GPA - A recommendation was made to share the information from the May 2018 TEC workdays showing how many students would have not been admitted to TEP should the GPA have been a 3.0. This will be shared before additional action can be taken.
    b. Summer Workgroups
        - Observation form – Please let Dr. Lisa Mitchell know of your interest.
    c. Liability insurance for students – discussed earlier (item 8)

11. **Upcoming events**
    a. National Board event June 1, 2019
    b. UNCP/NTSP Beginning Teacher Leadership Symposium June 18, 2019 – call for proposals is opened http://bit.ly/ProposalsUNCPSymposium2019
    c. NCAE Classroom Management July 8, 2019
    d. Clinical Teacher Academy July 16, 2019

     e.   Kids in the Garden June 17-28 for middle and high school students. For information and application see UNCP Kids in the Garden website.

     f.   TEC Workdays August 5 and 6 with TEC at the end of the workday(s).

The meeting was adjourned at 4:33

Next Meeting TEC workdays – August 5 and 6

Submitted: Dr. Karen Granger, September 9, 2019

"Preparing professional educators who are committed, collaborative, and competent."

Attendance: M. Ash, L. Brewer, D. Chilcote, S. Cinnamon, M. Edwards, I. Falls, K. Ficklin, C. Giambatista, K. Granger, N. Grant, R. Hagevik, S. Jones, M. Klinikowski, R. Ladd, Z. Locklear, L. Mitchell, O. Oxendine, K. Pitchford, J. Rivera, M. Rivera, G. Robinson, K. Sellers, T. Trendowski, J. Whittington
Guest: Michelle Locklear

1. The meeting was called to order at 9:00 a.m. by Dr. Zoe Locklear.

2. The action items were presented by Dr. Karen Granger.

   Dr. Granger called on Ms. Mary Klinikowski to present the following items:

   a. Admission into the Teacher Education Program (refer to list of candidates as distributed) Approved.

      1. Following the approval, a motion was made by Dr. Jose Rivera and seconded Dr. Danielle Chilcote, that beginning with the September TEC meeting, for Teacher Education Program admission, that a list with only the student names and major will be presented to the TEC in printed form so that members may keep this printed copy and that an accompanying list with all other identifying information will be posted to One Drive. Approved.

      <u>Note</u>: Distributed for information only:

      (1) Residency Admits – dated 8-6-19 (see distributed copy)
      (2) Licensure Recommendations – dated 8-6-19 (see distributed copy)

   b. Revised Teacher Education Program application form (see distributed copy) – A motion was made to accept the form by Mary Klinikowski and seconded by Dr. Irina Falls. Following discussion and confirmation that the form would list ethnicity/race categories to match those in Banner, the motion was approved.

   c. Recommendation – A motion was made by Mary Klinikowski and seconded by Dr. Olivia Oxendine for the Instructor of record for SED 3310 to assign the grade for the Family Involvement Project – STEAM Day and the School Improvement Plan Project and evaluate both in TaskStream. Following discussion, a motion was made by Dr. Zoe Locklear and seconded by Dr. Roger Ladd, to rescind this recommendation until further study and be returned to a future TEC meeting for consideration. Approved.

   d. Recommendation – A motion was made by Mary Klinikowski and seconded by Dr. Olivia Oxendine for the Instructor of record for EDN 5120 to assign the grade for the Family Involvement Project – STEAM Day and the School Improvement Plan Project and evaluate both in TaskStream. Following discussion, a motion was made by Dr. Zoe Locklear and

seconded by Dr. Roger Ladd, to rescind this recommendation until further study and be returned to a future TEC meeting for consideration. Approved.

    e.   Mary Klinikowski made a motion to establish a working group to develop a TaskStream Remediation Plan and Form and related matters. Seconded by Dr. Kim Sellers. A draft copy of a "UNCP TEP Teacher Candidate Remediation/Action Plan Template" was shared for information purposes only. Approved.

Dr. Karen Granger presented the following action item. Seconded by Dr. Kelly Ficklin.

    f.   Teacher Education Program Admission Requirement

       Current: "Have earned a grade of at least a "C-" (C if the course was repeated) in all required professional studies core, content pedagogy, and content courses completed at the time of admission, with the exception of EDN 2100, which requires a grade of "B-".

       Proposed: "Have earned a grade of at least a "B-" in all required professional studies core, content pedagogy, and content courses completed at the time of admission."

Following discussion in which a number of concerns were raised, including the absence of definitive data as to student impact if this change was implemented, the motion was not approved. Yea: 4, Nay: 12, Abstain: 1
Following this decision, a recommendation was made to form a study group on this issue.

Note: At 9:57 a.m., Dr. Zoe Locklear made a motion and seconded by Dr. Jose Rivera to suspend the TEC meeting for the purpose of joining an already scheduled 10:00 a.m. virtual meeting with a representative of GoReact, facilitated by Dr. Kay Pitchford. Approved.

Note: Dr. Zoe Locklear reconvened the TEC meeting at 11:12 a.m.

    Dr. Karen Granger called on Dr. Kay Pitchford to present the following items:

    g.   Dr. Pitchford made the motion that all students enrolled in courses with an early field experience assignment(s) would be required to purchase professional liability insurance. Seconded by Dr. Rita Hagevik. Following the acceptance of a motion to amend the proposal to include an effective implementation date of the Spring 2020 semester made by Dr. Serina Cinnamon and seconded by Dr. Roger Ladd, the amended motion was approved.

    h.   Dr. Pitchford made the motion to approve the Revised Internship Observation Form as distributed and with the effective implementation date of fall 2019. Seconded by Dr. Kim Sellers. Approved.

    i.   Dr. Pitchford made the motion to eliminate the Early Release Policy for Internship effective immediately. Seconded by Dr. Serina Cinnamon. Reference was made to Senate Bill 599 and a clarifying email received from Dr. Andrew Sioberg, Director of Educator Preparation at NCDPI, to Dr. Zoe Locklear regarding this matter. Concern was raised as to the potential negative effect this will have on the employability of our students and as to whether all NC EPPs are implementing a similar policy. Approved. Yea: 15, Nay: 0, Abstain: 1

j. Dr. Pitchford made the motion to adopt 2019-2020 University Supervisor Handbook with a one-page errata sheet (electronic copy presented of both documents). Seconded by Dr. Kelly Ficklin. Approved.

k. Dr. Pitchford made the motion to adopt 2019-2020 Field Experience Handbook (electronic copy presented). Seconded by Dr. Kim Sellers. Following discussion in which a request was made that all handbooks and other TEP documents be posted in multiple locations, including One Drive, Canvas Modules, and the USP website, the motion was approved.

3. Dr. Zoe Locklear presented the following Information/Discussion Items:

a. Dr. Kay Pitchford presented a list (see distributed copy) of the Professional Semester Candidates for the Fall 2019 semester. Corrections were made to the list.

b. Dr. Kay Pitchford presented a tentative list (see distributed copy) of the Professional Semester Candidates for the Spring 2020 semester.

c. Dr. Karen Granger reminded committee members of the updated common syllabus template previously adopted by the TEC for all professional studies and content pedagogy courses.

4. Dean's Report – Dr. Zoe Locklear

a. A brief discussion was held regarding the position of Director of the Teacher Education Program and what was the intent of the TEC in creating and supporting this position. Also, there was discussion as to the expectations/responsibilities that are to be assigned to this position in collaboration with the expectations/ responsibilities of the Dean of the School of Education since the Dean is the head of the Unit and chairs the TEC. During the 2018-19 academic year, Dr. Karen Granger served as the Director of the Teacher Education Program. Dr. Locklear expressed concern that a great deal of responsibility was placed on Dr. Granger in this position, and, as such, has limited administrative authority to provide oversight and direction to the TEP. Dr. Locklear stated that the TEC should clarify the Director vs. Dean role in the future and recommends that this issue be reviewed and clarified by the Policy Review Subcommittee with a full report and recommendation made to the TEC.

b. Dr. Locklear stated that the current TEC Subcommittees (see distributed list for 2018-2019) were revised 2016 to better align with the CAEP Standards. During the 2018-19 academic year, these subcommittees were chaired by faculty/staff in the SOE dean's office, including Dr. Karen Granger, Dr. Kay Pitchford, Dr. Jennifer Whittington, and Ms. Mary Klinikowski. The exception was with the Policy Review Subcommittee which was chaired by Dr. Jose Rivera. Dr. Locklear expressed concern that these subcommittees are being chaired by individuals in the dean's office that have administrative responsibilities for the work related to the respective missions of the subcommittees. Dr. Locklear stated that members of the TEC should chair the subcommittees and individuals in the dean's office should staff the subcommittees. However, in the absence of a TEC member who volunteers to chair the subcommittees and get the work done, then these staff members can serve as chairs. This item will be presented for further discussion at a future TEC meeting.

c. Dr. Locklear stated that a SOE faculty member will be identified to serve as the Professional Studies Coordinator for the 2019-2020 year.

d. Dr. Locklear stated that the undergraduate program coordinators must review and clearly identify those courses that are considered "limited progression" for their respective programs.

e. Dr. Locklear shared concerns regarding the time limit that "old" courses would be accepted for current credit.

f. Dr. Locklear encouraged all program coordinators and directors to hold regular program meetings and to maintain/post minutes of these meetings. Also, each program should have at least one public school representative included. When possible, Dr. Locklear will provide financial support for refreshments. It was shared that a dinner was provided for a recent MSA program meeting which included principals who are serving as intern supervisors. Dr. Danielle Chilcote stated that she holds monthly English Education program meetings.

g. Dr. Locklear stated that she plans to reorganize the Dean's Leadership Team (DLT) into another dean's administrative group that will be established to provide advice and oversight on a number of SOE and TEP matters. As envisioned, this administrative group will include not only SOE administrators/faculty, but will also include 2-3 members of the TEC representing the College of Arts and Sciences and the College of Health Sciences.

5. Dr. Jennifer Whittington shared the new TEP/SOE recruitment video.

6. Unfinished items – None

7. The meeting was adjourned at 12:15 p.m.

Next TEC Meeting: September 11, 2019, 3:00 p.m., room 222, SOE

Submitted: Dr. Zoe Locklear, September 9, 2019

THE GRADUATE SCHOOL
UNC PEMBROKE

Respectfully submitted by Dr. Irene Pittman Aiken, Dean

Graduate Council met on September 16, 2019. Below are items believed to be most relevant to Faculty Senate.

- Visitor presentations:
    - Brandy Brown: Discussed the Writing Center and what it can do to help the graduate students; mentioned that approx. 8% of current WC users are graduate students.
    - Provost Ward: Thanked the group for their work in growing The Graduate School in size while maintaining high standards and discussed Academic Affairs' plans for bringing professional doctoral programs to UNCP.
    - Jodi Phelps: Presented data about marketing efforts, 2019-20 budget for marketing graduate programs, and additional areas of focus for her team in the current academic year. Stated that metrics for Graduate School are far above the standards for almost all programs.
    - Dean Aiken discussed her plan to focus on graduate students' mental health this year and introduced Charla Suggs who spoke about CAPS resources and workshops

- Graduate Faculty Nominations – the following graduate statuses were approved:

Last Name	First Name	Degree	Dept	Program	Status
Brown	Betty	PhD	Education	Reading Ed	Adjunct
Brown	Brandy Lyn	PhD	English	English	Full
Hudson	James	PhD	History	Social Science Ed	Full
Jones-Locklear	Jennifer	PhD	Nursing	Nursing	Adjunct
Stone	Misty	PhD	Nursing	Nursing	Adjunct
Sweet	Joseph	PhD	ETFL	English	Full
Van Buren	Amy	EdD	Education	Elementary Ed	Adjunct
Wei	Guo	PhD	Math/CS	Math Ed	Full

- **New Program Proposal – Play Therapy Graduate Certificate – approved**
    - The Play Therapy Graduate Certificate is a 12-credit hour program designed to prepare students to work with children who are 12 years and younger in a developmentally appropriate way in both school counseling and community settings. The program includes an emphasis on play therapy techniques for various mental health issues including supporting children who have experienced trauma.
    - **Prospective Curriculum (all new courses were approved):**
        - CNS XXXX: Introduction to Play Therapy (3)
        - CNS XXXX: Play Therapy Theories and Techniques (3)
        - CNS XXXX: Play Therapy for Specific Challenges (3)
        - CNS XXXX: Filial and Family Play Therapy (3)

- **Graduate School Items/Report**
    - Dr. Aiken reviewed the Fall 2019 New Graduate Student Orientation, which saw over 130 participants.

- Spring 2020 orientation will take place January 9, at 4:00 pm in UC Annex
- Dr. Aiken and Dr. Bumin have been working on the online orientation modules to be posted soon. *Previously, o*nline students have had access to a video of Orientation.*

- Additional Student Funding: Dr. Aiken informed the group that Graduate Travel Awards will be doubled and for the first time, students who are not presenting/showcasing work are eligible for travel funding. The Graduate School received $50,000 additional GA funding. Academic Affairs funded GAs are now paid $9000 a year and additional GA positions have been awarded across campus to support research efforts.

- Dr. Bumin and Dr. Aiken briefly described the demographic profile of the graduate students enrolled for fall 2019, and provided comparisons with prior years (2016, 2017, and 2018). Data included:
  - 1345 total graduate enrollment (17% of student body)
  - 25% increase over fall 2018, 74% increase in the last two years.
  - 11% growth in non-MBA programs compared to 2018-2019
  - Fastest growing graduate school among our peers in the UNC system *(NCCU had not reported)*

- Announcements/Reminders
  - Remaining Grad Council Meetings for 19-20 academic year (UC Annex 203 at 3:00 pm):
  - October 21, November 18 of 2019, and January 27, February 17, March 16, and April 20 of 2020
  - Graduation Application Deadlines: October 1 for spring 20 graduation, March 1 for Fall 2020 graduation
  - Graduate School Spring Commencement, Dec 6, 2019