

The University of North Carolina at Pembroke
Faculty Senate Minutes
Wednesday, September 7, 2022, at 3:30 PM
<https://uncp.webex.com/meet/holden.hansen>

Order of Business

- I. **Roll Call** - A quorum was present, and the meeting was called to order at 3:32 PM
Members Present: Timothy Anderson, Kelly Charlton, Robin Cummings (Chancellor), Camille Goins, Peter Grimes, Holden Hansen (Chair), James Hudson, Jennifer Jones-Locklear, Renee Lamphere, Porter Lillis, Cindy Locklear, Rachel Morrison, Gerald Neal, Maria Pereira (Secretary), Marsha Pollard (Provost), Carla Rokes, Melissa Schaub, Matt Schneider, Roland Stout, Richard Vela, Jennifer Wells, Joe West, Jennifer Whittington
Member Absent: Beata Niedzialkowska
- II. **Approval of Minutes** (Appendix A) – the Minutes from the 2022.05.04 Faculty Senate meeting **were approved as circulated** as no objections were voiced
- III. **Adoption of Agenda** – the Faculty Senate Chair offered a couple of amendments to the Agenda: (1) under V. a. i. b) Discussion of The Survey Results Update and Format and Location of Senate and Committee Meetings Moving Forward, Appendix AA was added and later, the comments were also included; (2) under IX. Unfinished Business, a. Senior Lecturer Promotion proposal (Appendix G) was added. As no other amendments or corrections were added, **Agenda Revision B was approved as amended**
- IV. **Reports from Administration**
 - a. **Chancellor** – Dr. Robin Cummings
 - i. Comments from the Chancellor
 - a) I have not named a Chief of Staff from the initial search. We will repost the position, reconstitute a committee and start the search again
 - b) The Chief Communications and Marketing Officer search will resume next week. We need an expert to follow up on the good work that Jody Phelps did in the past
 - c) We received 91M dollars in the new budget to build an Allied Health and Science building. We have started the very initial phases of selecting an architect and putting out an RFP. A group of us visited similar and recently built buildings on a few campuses, to have some initial ideas
 - d) Covid has entered an endemic phase, so please refrain from coming to campus if you wake up and feel sick. The same message has been transmitted to students
 - e) We have had one positive case in Robeson Co. and a few in the state of Monkeypox virus (MPV). Questions, concerns, and options should be directed to Dr. Crystal Moore
 - f) The official number of students for this fall is 7,667 [freshman 715 (20% drop from last year, which was a 20% decrease from the year before)], about an 8% decrease compared to last year. New graduates 13% increase, new transfers 18.5% decrease. The total graduate population increased by 1% and our total undergraduate population decreased by 10.6%
 - g) Our retention rate dropped down to 71.6%. We witnessed what is known as a North Carolina pothole (fewer students entered first grade 10 years ago therefore fewer students graduated high school). After this year and over the next 3-5 years, we will see an increase in the number of students. Other

circumstances perhaps impacted our numbers: Students that would look at UNCP in the past, by us not requiring SAT and CAT scores, have now additional alternatives (NC Promise was given to Fayetteville State). On the other end of the spectrum, HBCUs have seen an increase in the number of students applying and attending their universities

- h) Retention is important and it is everyone's business:
 - 1) Our faculty does a phenomenal job of reaching out to our students but, I am asking you to please help us retain our students (we are losing 3 out of 10 students)
 - 2) Resources are being put into the University College and Dereck Oxendine is doing a fantastic job – the counseling service is being revamped and focus has also been placed on transferring students
 - 3) Significant changes have been done to our Admissions and Financial Aid Offices which are working together with the goal to give students a view of their financial assistance
 - 4) We also want to ensure that scholarship money gets into our students' hands and that they know about that early on in their decision-making process
 - 5) Student Affairs are working to make students' experiences challenging, and rewarding while recognizing that our primary goal is to educate them
 - 6) Additional resources have been given to our military office to recruit military-affiliated students as well as to our international program which already has students from 30+ countries here
 - 7) We are and have done a lot for our infrastructure in terms of making it more appealing. We are the most rural university in the system but as the town gets beautified and new businesses start there it is going to add to the ability to attract and retain students in years to come
- i) The National Institute for Student Success (NISS) out of Georgia State will be coming at the end of this month to start a preliminary investigation of UNC Pembroke. The goal is to look at our current policies and procedures and see if we are doing everything that we can to promote the success of our students
- j) U.S. News World ranked UNCP #1 as the most ethnically diverse campus in the South and one of the most diverse in the nation (12% American Indian population, 1% Asian, 29% African American, 39% Caucasian, 9% Hispanic)
- k) I want to end by saying that I appreciate all that you do as faculty and staff for this special place. We are on a very strong foundation to move forward into the future in a very strong and powerful way

b. Provost and Vice Chancellor for Academic Affairs – Dr. Marsha Pollard

- i. Comments from the Provost
 - a) US News and World Report rankings moved UNC Pembroke from 65 to 56 in the best colleges category. We are also on the top ranks as a public school, a social institution for social mobility, a college for veterans, and high-quality Business and BSN programs
 - b) As the Chancellor mentioned, our retention rate dropped 1% to 71.6% from last year but our attrition rate in the second year is also very high. In the fall of 2018, our 4-year graduation rate was 26.2% compared to the national average of 33.3% for public institutions. To improve our retention and graduation rates we must look at institutional practices and policies and how they impact student retention and success. In my experience chairing retention committees, changes in course format and scheduling as well as the advisement model

resulted in a significant increase in student retention and graduation rates in other institutions. After consulting with our Deans, we made the decision to provide flexibility to the academic departments to develop schedules that meet the specific needs of their programs and the students that they serve

- c) Tamika Jones has joined UNC Pembroke as the Associate Registrar. Tamika has significant experience in the Office of the Registrar, and she will be supporting our academic departments alongside Okoye Whittington throughout the course scheduling
- d) As the Chancellor mentioned UNC Pembroke will be working with NISS and Dr. Derek Oxendine will be spearheading this effort. An assessment of our advisement model and the institutional policies, practices, and processes that impact our students will be evaluated while engaging the academic departments in that process
- e) Thanks to the IR office for developing new data dashboards on daily admission applications and many other data points. IR will be demonstrating these dashboards to the Deans, dept chairs, and faculty and take suggestions or requests from those
- f) The Office of Admissions will be restructured where a dedicated team will serve each school and college to enroll qualified students into their programs. Dept chairs and faculty will be asked to participate in the interviewing process to form these admissions teams which then will collaborate with each other
- g) We are going to hire an enrollment marketing that will work with Deans and chairs to develop programmatic strategies. As an example, we are developing marketing plans to reach the appropriate student markets for the recently newly approved programs
- h) Elisha Chambers was hired as our Master of Occupational Therapy (MSOT) director. We have maintained our accreditation slot with ACOTE to launch the program in fall 2024
- i) The job announcement for Deputy Provost was posted and the Associate Vice-Chancellor for Enrollment will soon be launched. Deans will be asking faculty representatives to serve on these committees
 - 1) The Deputy Provost will be a full-time administrative position with the ability to acquire the rank of associate or full professor and tenure at the institution. Reporting to this position will be the AVC for Enrollment Management (Admissions, Financial Aid, Office of the Registrar, and the Graduate School), the Office of Global Engagement (enrollment of international students), Office of Institutional Research (to be renamed Office of Institutional Effectiveness), and the Office of Research and Sponsored programs

V. Reports of Committees

a. Operations Committees

i. Executive Committee – Holden Hansen, Chair

a) Comments from the Chair

- 1) This is my first meeting as the Faculty Senate Chair, and I am honored to take this position and excited to serve in this role
- 2) I want to especially thank Joe West our outgoing Senate Chair for his generous time showing me the ropes of this position. I have learned more about the inner workings of this institution in the last 2 or 3 weeks than I knew in 25 years
- 3) I also want to extend my gratitude to the Executive Committee an extremely experienced group. They are terrific and I look forward to working with them for the rest of the year
- 4) I was able to parse the more commonly used procedures in Robert's Rules of Order and I sent "*Robert's Rules of Order: A Guide to Commonly Used Procedures*" to the Faculty Senate in hopes that you would help me/us run the meetings efficiently
 - i. Committees and subcommittees go by a certain amount of informality due to their size
 - ii. The Faculty Senate demands greater formality although we should keep the informality during our discussions
- 5) I recognize that we are going through a challenging period due in part to demographic changes as well as a new funding model. While the Chancellor believes in shared governance, I feel that shared accountability is as important in that, we need to do as much as we can as faculty to participate in the goals of retention. At the same time, I was reading over the preamble of the Faculty Constitution where the language addresses an environment where academic freedom can thrive. The Senate plays an extremely important role in shared governance and my own personal role as a chair will be to facilitate communication between the administration and the faculty to which I will do my best

b) Discussion: Survey Results Update and Format and Location of Senate and Committee Meetings Moving Forward (Appendix AA)

- 1) Close to 89% of participants were faculty and over 50% were faculty that serve on committees of the Senate and about 11% were administrators
- 2) It was almost a 3 (no concern) to 1 (yes, a concern) vote whether there was a concern about the public nature of votes
- 3) There should be an online component (80% in favor, 20% not in favor)
- 4) Three questions were related to the Senate, committee, subcommittees, and other committees' meetings format, as well as the general faculty meeting. The first place in all of those was to meet in a hybrid format with senators and guests choosing their own format
- 5) This poll is not binding and therefore I want to open the floor for a general discussion and then I will ask for three separate motions

After a discussion, Joe West made a motion to '*hold the Senate meetings in a hybrid format where Senators are required to be present face-to-*

face to be part of the quorum and non-senators can attend in any format they choose.'

After a few more comments, Carla Rokes offered an amendment to the original motion where '*an exception would be offered for senators unable to attend for covid reasons who must remain in isolation.*' The amendment was not second, and the focus was back on the main motion on the floor. With no objections, the main motion by Joe West was put to a vote and a roll call was conducted. **Yes votes:** Kelly Charlton, Camille Goins, Peter Grimes, Porter Lillis, Rachel Morrison, Carla Rokes, Melissa Schaub, Matt Schneider, Roland Stout, Richard Vela, Jennifer Wells, Joe West, Jennifer Whittington; **No votes:** Timothy Anderson, James Hudson, Jennifer Jones-Locklear, Renee Lamphere, Cindy Locklear, Gerald Neal, Maria Pereira; **Abstain votes:** Robin Cummings, Marsha Pollard

Faculty Senate Chair Holden Hansen made a motion '*to extend the meeting 30 minutes* and Pereira second. As no objections were voiced **the motion passed according to general consent**

Melissa Schaub made a motion that '*all committees, subcommittees, and other committees of the Faculty Senate be allowed to determine their own meeting format independently and that they would have one more meeting online to determine what their format would be going forward*' and Joe West second. No objections were voiced, and **the motion passed unanimously**

Joe West made a motion that at '*the General Faculty meeting all presenters in the meeting would need to attend face-to-face and anybody that is not presenting or participating in the meeting by presenting be allowed to attend as they wish*' and Roland Stout second. No objections were voiced, and **the motion was carried unanimously**

- ii. Committee on Committees & Elections – Dr. Jennifer Wells, Chair
 - a) (Vote Required) New Committee and Subcommittee Memberships - these are appointments made by the CCE based on the preference poll that was run in April of this year:
 - 1) **Academic Information Technology Committee**
 - a. Adam Walls (ARTS)
 - b. Melinda Rosenberg (LETT)
 - 2) **Curriculum Committee**
 - a. Eric Voecks (ARTS)
 - 3) **Enrollment Management Committee**
 - a. Emilia Bak (ARTS)
 - 4) **Faculty Development and Welfare Committee**
 - a. Keara Ndhlovu (CHS)
 - 5) **Health Safety and Environment Committee**
 - a. Natalie Love (LETT)

Chair Holden declared these as routine business and because no objections were presented to this slate of nominees, **the appointments were declared accepted**

b) (For Information Only) Elections Needed

- 1) Faculty Awards (LETT)
- 2) Faculty Senate (ARTS to 2023)
- 3) Faculty Senate (At-Large to 2024)
- 4) Oversight of the Faculty Handbook (CHS to 2025)
- 5) Oversight of the Faculty Handbook (ARTS to 2024)
- 6) Promotion and Tenure (NSM to 2024)
- 7) UNC Faculty Assembly (Alternate to 2024)

iii. Faculty Governance Committee – Dr. Mohammad Ashraf, Chair

a) No Report

iv. Oversight of the Faculty Handbook Committee– Dr. Rachel Smith, Chair

a) No Report

b. Standing Committees

i. Academic Affairs Committee – Dr. Renee Lamphere, Chair

a) No Report

ii. Faculty & Institutional Affairs Committee – Dr. Kelly Charlton, Chair

a) No Report

iii. Student Affairs & Campus Life Committee –Dr. Peter Grimes, Chair

a) No Report

iv. Academic Information Technology Committee – Dr. Joe West, Chair

a) No Report

v. Budget Advisory Committee - Dr. Melissa Schaub, Chair

a) Committee Update – Melissa Schaub informed the Senate that the committee has met and that the VC for Finance and Administration (Gabe Eszterhas) who briefed the committee on the current budget situation. Gabe stated that for right now, UNCP has a reserve, but an updated budget situation would have to wait on census numbers. The committee will hold future informational sessions some of them could probably be a repetition of last year’s session such as “*Budget 101*,” and a new one would most likely be “*What is a SCH?*”

VI. Faculty Assembly Updates: Minutes of the B.O.G. Committee on Educational Planning, Policies and Programs (Appendix B), UNC System Racial Equality Task Force Final Report (Appendix C), UNC Faculty Assembly Updated Bylaws (Appendix D)

A Senator commented that in looking at the Minutes on the committee on Educational Planning Policy and Programs and its tables it appears that UNCP has the highest numbers in terms of sections taught per faculty member. The Senator continued by saying that it would be important to understand what those numbers mean and if that is something that UNCP should be proud of. Renee Lamphere who used to be the spokesperson for the UNC Faculty Assembly volunteered to talk to the Senate and informed us that the Faculty Assembly Executive Committee will have a meeting Friday morning and the first Faculty Assembly meeting would be in the following week. In that meeting, Faculty Workload is on the agenda to be discussed

VII. Graduate Council (Appendix E)

VIII. Other Committees

a. CEPP March approved Minutes (Appendix F)

IX. Unfinished Business

a. Senior Lecturer Promotion (Appendix G) – Chair Holden gave a background on this proposal which came forward in the final meeting of the year (May 4, 2022) and was

postponed. Robert's Rules dictate that postponed action items must be on the Agenda of the following meeting. The expectation was that a conversation would be held with the new Provost during the summer of 2022 and because that was not possible, Pereira made a motion *'to postpone this action item until the chair, the provost, and other interested parties have a chance to discuss this proposal further or vet this proposal'* and Jennifer Wells second and with **no objections voiced the motion carried unanimously**

- X. New Business** - none
- XI. Announcements** - none
- XII. Adjournment** – with no objections voiced, the meeting was adjourned at 5:14 PM