

**The University of North Carolina at Pembroke  
Faculty Senate Minutes**

Wednesday, February 1, 2023, at 3:30 PM  
Thomas School of Business Room 225-26 Event Rooms A and B

**AND**

<https://uncp.webex.com/meet/holden.hansen>

**Order of Business**

- I. Roll Call** - A quorum was present, and the Chair called the meeting to order at 3:30 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, Rachel Morrison, Gerald Neal, Beata Niedzialkowska, Lauren Norman, Maria Pereira (Secretary), Cherry Beasley (Interim Provost), Carla Rokes, Melissa Schaub, Matt Schneider, Roland Stout, Tracy Vargas, Richard Vela, Jennifer Wells, Jennifer Whittington  
Members Absent: None
- II. Approval of Minutes** ([Appendix A](#)) - **Approved as circulated**
- III. Adoption of Agenda** - **Approved as amended** [Amendments: (1) Membership - CHS position to 2023 is vacant; (2) Under V.a.ii.1.b.i. – Rob Epps (ARTS to 2024) and Carla Rokes (ARTS to 2023), added; (3) Under V.b.i.3.f. – Correction from DSC 4830 to 4850]
- IV. Reports from Administration**
  - a. Chancellor** – Dr. Robin Cummings
    - i. Comments from the Chancellor**
      - 1. Search updates:**
        - a. Provost** – Search Committee is being Chaired by Dr. Stewart Thomas and a national search firm is being used. Candidates brought to campus will stay a full two days and meet with different people
        - b. Chief of Staff** – System Office authorized the expansion of the role of Chief of Staff to include VC for Strategic Initiatives
        - c. Chief Communications and Marketing Officer**, Jennifer McCarrel joined at the beginning of 2023. A few comments from Jennifer:
          - i.** Came here from Norfolk, Virginia Medical School
          - ii.** 14 years in Higher Education and Marketing
          - iii.** Plans on expanding UNCP's presence on social and other media
          - iv.** Looking for an expert Web Designer
        - d. Waiting on permission from the System Office to create a VC for Enrollment position (predecessor Kyle Carter had an AVC for Enrollment, and Meadors had a VC for Enrollment, Jackie Clark) who will report directly to the Chancellor. Search Committee is being Chaired by VC for Advancement, Steve Varley. VC for Enrollment will be over Admissions, Financial Aid, Global Engagement, Military Outreach, and New Student Orientation (student recruitment is the common theme)**
      - 2. Architect for the 91M dollar Allied Health and Science building has been selected. The next step is to select the contractor. Building this building will be a multi-year process and many options are on the table for what should go in that building to design it effectively. A School of Optometry is one of the ideas. Per the Sheps Center and Chapel Hill which did a study**

prior to Covid-19 it was concluded that among others a School of Optometry met the workforce needs in Southeastern North Carolina leading UNCP to address it. The first step is to obtain permission from the System Office and if that is granted, move to full accreditation. The building will serve other purposes as well. The Chancellor took questions and answers were summarized:

- a. The Sheps Center repeated their study after Covid-19 and their advice is to consider a PA School as a possibility at UNCP in 3-4 years again. A&T just opened theirs, and several private and public schools have PA Schools as well. PT, Nurse Practitioner, Speech Pathology, Dietary & Nutrition are other possible considerations
  3. The legislators are in Raleigh and in June they will announce the budget for the next two fiscal years for NC state. There are 6.5B dollars of surplus money and UNCP's top priority legislative ask (60M dollars) this year is for money to renovate GPAC (built in 1975 it is becoming a safety and compliance issue (no elevator)
  4. UNCP's uniqueness is in delivering in-person small classroom instruction and one-on-one care. We set ourselves apart by the personal touch. Covid moved us to an online mode of delivery, and now it is time to get back to what makes us unique and special while keeping an online component. The Chancellor asked Interim Provost to address the online teaching modality, and the changes in the classroom schedule (our classroom utilization was among the lowest in the system). Two groups: (1) the traditional 18-24 years old are encouraged to take face-to-face classes on campus and (2) the adult learners group want to get a degree while having a life outside of the University. Our query is to address and serve both groups well
- b. Interim Provost and Vice Chancellor for Academic Affairs – Dr. Cherry Beasley**
- i. Comments from the Interim Provost
    1. Recognizes that a change in Provost position impacts everyone's lives
    2. We need strong faculty-student engagement. UNCP values that learning is personal and the Interim Provost challenged the faculty to get back to having that intense involvement in the classes (in person or online)
    3. Positions:
      - a. Tamika Jones has been elevated to Interim Registrar (search for permanent registrar will begin in two weeks)
      - b. Director of Online Education. This person will ensure that UNCP offers high-quality online classes. Online class designers will also be available to help those that teach online to become certified
      - c. Search for a Chair for the Bachelor of Interdisciplinary Studies (B.I.S). Interviews will begin next week
      - d. The Executive Director for University College candidates have started campus visits which should be completed within 2 weeks
    4. Current contracts are being evaluated. An analysis of what each one does, who does it report to, and evaluation of the need for other contracts
    5. We are currently looking at software that will provide help with degree audits as well as project information to allow for better class scheduling

6. Students and families have been showing concerns about the two-year residency and pointing out that there are not many classes or activities going on on Fridays. Consequently, we are planning on increasing Friday course sections to 120 (although still half of our normal projected). The focus is on 1000 and 2000 level courses targeted to freshman and sophomore. We need to help students relearn how to study or even teach them for the first time how to study. We see the need to increase faculty and student engagement on Fridays
7. Enrollment overall has decreased. This semester, 28.3% of undergraduate classes are online compared to 30.4%. Hybrid classes (approximately 50% online) have increased by 7.59%. This semester we have 64.11% traditional (face-to-face) classes compared to 67.54%
8. There is a need to develop course schedules and a scheduling model that is student focused and discipline specific. To accomplish that, a special taskforce chaired by Interim Provost Beasley will be assembled to address best practices for scheduling and managing scheduling options for our bi-modal student population - the traditional college age student and the adult learner. Students enrolled in online programs, in online completion programs, or who have additional modifiers were excluded from the limitation. The taskforce will pay close attention to waitlist numbers and the model should allow to increase sections only where the need is
9. BOG Return on Investment Study revealed that it is taking our students longer to graduate and once they graduate, they are not making the expected salaries. UNCP uses the feedback from numerous studies to improve processes and instruction
10. Fall to spring retention was 88.8% from 89% (11 out of every 100 students left). Interim Provost and Dereck Oxendine are looking at specific reasons why students leave so these cases can be individually addressed

## **V. Reports of Committees**

### **a. Operations Committees**

#### **i. Executive Committee – Holden Hansen, Chair**

##### **1. Comments from the Chair**

- a. Interim Provost encouraged AAC to organize a taskforce, as mentioned above, a sign that the faculty will have a voice moving forward
- b. UC 213 will be fitted with hybrid technology by 9 June 2023
- c. March and May Faculty Senate meetings in Thomas School of Business Room 225-26 (current room), and April meeting in Thomas School of Business Room 255
- d. Low participation on SEIs – Chancellor asked that this item be added to the BOT Agenda; SACL will talk about from the SGA angle; Special Committee on SEIs will talk about from their prospective

2. Discussion: Service to Faculty Governance – The Executive Committee talked about the difficulty that CCE has on filling positions and speculated that perhaps service to governance is not as ‘meaningful’ as teaching and scholarship when it is time for tenure and promotion

- a. A five minute discussion was opened to obtain input from the floor
- b. Interim Provost said that this is a good opportunity for the Executive Committee to meet with her and the Deans to ensure that service is equally valued. Service is a critical part of the evaluation model and when it comes for someone to get a distinguished evaluation it should reflect distinguished performance in all three areas of evaluation – Chair Hansen accepted the invitation from Dr. Beasley to an upcoming meeting
- ii. Committee on Committees & Elections – Dr. Jennifer Wells, Chair
  - 1. Committee Update
    - a. **(For Information)**: Promotion and Tenure Committee At Large 2022-2025: Mohammad Rahman
    - b. **(Vote Required)** CCE Vacancy Appointments:
      - i. Academic Information and Technology Committee (TBA) SBS (2022-2024)  
(Robert Epps) ARTS (2022-2024)
      - ii. Student Affairs and Campus Life Committee (Carla Rokes) ARTS (Immediately to 2023)  
These two votes were taken together and **accepted by general consent**
    - c. Other Vacancies
      - i. Faculty Assembly Delegate (Immediately to 2023)
      - ii. ARTS Faculty Senate (Immediately to 2023)
      - iii. ARTS Oversight of the Faculty Handbook Committee (Immediately to 2024)
    - d. Call for Nominations Beginning in February:
      - i. 2 members of the Oversight of the Faculty Handbook (NSM & LETT 2023-2026)
      - ii. 1 member of the Promotion and Tenure Committee (SBS 2023-2026)
      - iii. 4 members of the Faculty Awards Committee (ARTS, CHS, LETT & NSM 2023-2025)
      - iv. The Delegate to the UNC Faculty Assembly (2023-2026)
    - e. Faculty Senate Chair and Secretary Election
      - i. Current nominations: Holden Hansen, Chair  
Camille Goins, Secretary
      - ii. Call for nominations from the floor  
There were no nominations from the floor for Faculty Senate Chair or for Faculty Senate Secretary
      - iii. Election of Senate Chair and Secretary via SurveyMonkey (Remember to bring an electronic device for voting)  
The Faculty Senate Chair declared the **slate elected by acclamation**
  - iii. Committee on Faculty Governance – Dr. Mohammed Ashraf, Chair
    - 1. No Report
  - iv. Committee on the Oversight of the Faculty Handbook – Dr. Rachel Smith, Chair
    - 1. No Report
- b. **Standing Committees**
  - i. Academic Affairs Committee – Dr. Renee Lamphere, Chair

1. Committee Update
  - a. Interim Provost is giving the faculty an opportunity to present their views before any new changes. AAC is creating a working subgroup where - all AAC subcommittees and dept chairs were invited to participate
  - b. The committee will be looking to revise the Chair Evaluation form to be more concurrent and include an online environment
2. **(Vote Required)** Curriculum Proposal Requiring Action from the Department of Economics and Decision Sciences - New Program Proposal. Business Administration, Business Analytics Track, B. S.  
(View at: <https://uncp.curriculog.com/agenda:197/form>)  
The proposal passed unanimously **(22 yeas : 0 nays)**
3. **(For Information)** Curriculum Proposals from the Department of Economics and Decision Sciences - New Course Proposals  
(Passed by the Academic Affairs Committee - Vote: 9 yeas, 0 nays, 0 abstention)
  - a. DSC 3290 – Software Application in Business Analytics
  - b. DSC 3300 – Descriptive Analytics and Visualizations
  - c. DSC 4700 – Predictive Analytics
  - d. DSC 4750 – Prescriptive Analytics
  - e. DSC 4800 – Internship in Business Analytics
  - f. DSC 48350 – Senior Project in Business Analytics
4. Motion to Revise Policy on Graduation with Honors (Academic Catalog <https://catalog.uncp.edu/content.php?catoid=3&navoid=117>) as shown in Appendix B  
Issue was brought to EMS by the Registrar’s Office after several students’ concerns. Currently, transfer grades are calculated into the calculations for Honors which is not in-line with peer and sister institutions. EMS proposes that transfer grades would not be included and that the only grades used in the calculations would be those earned at UNCP. Interim Provost Dr. Beasley added that due to the fact that there is an increased number of adult learners and Articulation Agreements, perhaps another designation should be created to give to those with less than 45 hours at UNCP. That student population is enrolled in programs and agreements and some of them are carrying a 4.0 GPA. The proposal carried unanimously **(22 yeas : 0 nays)**
  - ii. Faculty & Institutional Affairs Committee – Dr. Kelly Charlton, Chair
    1. No Report
  - iii. Student Affairs & Campus Life Committee –Dr. Peter Grimes, Chair
    1. No Report
  - iv. Academic Information Technology Committee – Dr. Camille Goins, Chair of AITC
    1. No Report
  - v. Budget Advisory Committee - Dr. Melissa Schaub, Chair
    1. Committee Update (Appendix C)
      - a. Report from CFO predicts a 0 to 3% cut
      - b. Appendix C document (Suggested Principles for Addressing Budget Shortfalls) was created in the summer 2020 by an ad hoc committee put together by the Faculty Senate Chair then, Abigail Mann. The Senate voted to create the Budget Advisory Committee

(BAC) which went into effect in the fall 2020. BAC did not take any action on the document but the document itself says that it is supposed to be revisited regularly. Now, three years later, BAC would like to revisit and update the document:

- i. There was an open forum (CFO presented Budget 101) which was recorded and will be placed on SharePoint
- ii. The document itself will also be placed on SharePoint
- iii. There will be a survey of the faculty (launching Feb 13th) regarding statements in the document where faculty can agree with, disagree with, or make additional comments
- iv. A couple of emails will go out through the Faculty Senate Chair announcements for the survey and with a link for the document and recording

**VI. Faculty Assembly Updates:**

**a. Brief Report – Dr. Renee Lamphere, Faculty Assembly Delegate**

**i. Faculty work groups at the System level will have UNCP representatives both chosen by Drs. Lamphere and Beasley**

1. One of those groups will be about SEIs. UNCP SEI Special Committee is going to create a one-page document of recommendations from the committee
2. Faculty Assembly meeting is Friday, 3 February 2023. Preliminary points to be discussed in the meeting:
  - a. Literacy Programs across the System have come under fire by the BOG. Colleagues from other institutions are going to give the faculty perspective on the Literacy Programs
  - b. BOG proposed amendments to the policy on Political Activities of employees to prohibit “compelled speech” which generated concerns as it would prohibit asking faculty candidates about issues regarding matters of political debate or social action
  - c. BOG April meeting will be at the UNCP campus. FA Chair Wade Maki has set time on 18 April from 3:30-5:00 PM to meet (in-person and virtually) with UNCP faculty giving them an opportunity to elevate any concerns to the System level

**b. January 13, 2023 Faculty Assembly Agenda**

**c. Faculty Assembly Chair Slides for January 13, 2023 Faculty Assembly Meeting**

**d. Faculty Assembly 22-23 Documents**

**e. FAQs on UNC Faculty Policies Review (Appendix D)**

**f. FAQs on Political Activities Policy Proposed Revision (Appendix E)**

**g. Faculty Panel on Chancellors**

**h. Faculty Policy Initiative**

**i. Governor Murphy Response to Literacy Consultant Report**

**VII. Graduate Council – Dr. Irene Aiken present to answer questions**

**a. February 1, 2023 Report (Appendix F)**

**VIII. Other Committees – Dr. Loury Floyd present to answer questions**

**a. CEPP October 12, 2022 Minutes (Appendix G)**

**b. CEPP November 9, 2022 Minutes (Appendix H)**

**IX. Unfinished Business - None**

**X. New Business - None**

**XI. Announcements - None**

**XII. Adjournment – The meeting was adjourned at 4:57 PM**