

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

Wednesday, April 1, 2020 at 3:30 p.m.

<https://uncp.webex.com/meet/abigail.mann>

+1-415-655-0001 US Toll
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Access code: 736 175 029

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 Tamara Savage
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 Schaub	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		

Members Present: Victor Bahhouth, Bill Brandon, Cherry Beasley, Robin Cummings, Susan Edkins, Laura Hess, Shenika Jones, Benjamin Killian, Abigail Mann, Wendy Miller, Ottis Murray, David Oxendine, Nathan Phillippi, Gretchen Robinson, Tamara Savage, Melissa Schaub, Joe Sciulli, Robin Snead, Jack Spillan, Michael Spivey, Mark Tollefsen, Joseph Van Hassel, David Ward, Jeffrey Warren, Joe West, David Young

Members Absent:

Guests: Irene Aiken (Graduate School), Robert Arndt (Library), Scott Billingsley (Academic Affairs), Juan Bobadilla (Spanish), Polina Chemishanova (English), Thomas Crowe-Allbritton (SGA), Beth Holder (University College), Carole Graham (Political Science and Public Administration), James Hudson (History), Zach Laminack (English), Renee Lamphere (Sociology and Criminal Justice), Cecilia Lara (Spanish), Diana Lee (Spanish), Porter Lillis

(Sociology and Criminal Justice), Lawrence Locklear (Office of Student Inclusion and Diversity), Zoe Locklear (School of Education), Melissa Mann (Business), Lisa Mitchell (School of Education), Maria Pereira (Biology), June Power (Library), Marianna Rader (Psychology), Rachel Smith (Chemistry and Physics), Desmond Woods (SGA)

Order of Business

- I. Meeting called to order at 3:30 PM
- II. Roll Call
- III. Approval of Minutes and 3/20 Special Meeting Minutes: (Appendices A and B): **Vote: 20-0-0**
- IV. Adoption of Agenda **21-0-0**
- V. Reports from Administration
 - a. Chancellor—Robin G. Cummings
 - Commencement Cancelled, new dates 8/7 and 8/8
 1. Students appreciated cancellation and newly scheduled time
 2. Entranceway and School of Business, and West Hall projects are still ongoing
 3. Groundskeeping also working on campus
 4. 337 students currently staying on campus
 - a. Refunds for housing and food will be made
 5. Meetings with Office of State Budget Management
 - a. NC was in good financial condition when Coronavirus pandemic started
 - b. State Budget was never passed – no movement on it
 - Unfortunate, campus doesn't get \$10 million if it is not passed
 6. Thanks to faculty and staff for their hard work
 - a. Hasn't received any complaints from student regarding academic affairs
 - b. Provost and Vice Chancellor for Academic Affairs—David Ward
 - Thanks to faculty for their work in transitioning entire curriculum to online; significant given the current realities
 - Dr. Mann has done an exceptional job working on the faculty's behalf relaying concerns, questions, advice to administration
 - Faculty should not hesitate to ask questions regarding advising, as there have been lots of changes recently.
 - Questions:
 1. Joseph Van Hassel: Will May 1 continue to be Fall undergraduate priority admission cut-off date?
 - a. Provost Ward: Decision hasn't been made, but in all likelihood no
 - b. Provost Ward: Board of Governors approved revisions to three-year minimum eligibility requirement, 2.5 GPA and a certain threshold on ACT and /or SAT; effective immediately – in

- response to incomplete test scores, since ACT and SAT no longer possible to take
2. Susan Edkins: Can students “undrop” a class
 - a. Provost Ward: If you know of students in this position, direct them to Lois Williams
 3. Cherry Beasley: if a student takes an incomplete, do they need to be passing the class?
 - a. Provost Ward: To take an Incomplete now to avoid failing the class, and avoiding a withdrawal would be an okay advising choice
 4. Abigail Mann: when will faculty annual evaluations be due?
 - a. Provost Ward: Not officially changing any of the timelines; will allow faculty to request consideration and more time; Provost Ward has asked Deans to be flexible
 5. Desmond Woods: a lot of seniors are confused about graduation specifics
 - a. Provost Ward: there will be specific communication hopefully relatively soon; the ceremony is just ceremony, students still graduate and get diplomas at end of semester if they complete requirements; refunds, including graduation fees, are under discussion

VI. Reports of Committees

1. Operations Committees

a. Executive Committee—Abigail Mann

a. Thank You

- a. Thanks to faculty for doing their job extremely well
- b. Thanks for Faculty Senate participation with committees

b. A word on voting

- ##### c. Action Item. Recommendation: In light of the extraordinary circumstances of Spring 2020, the faculty senate recommends that as long as faculty members can view them first, Student Evaluation of Instruction (SEIs) be collected in all classes, so that valuable data can be gathered, but that SEIs should only be used in evaluating faculty at the request of the faculty member.

Language with amendment Vote: 16-0-4

Motion to Recommend Vote: 17-0-4

- a. Could be useful to allow BoG to see how successful or not online instruction is with a solid chunk of data
- b. Melissa Schaub: all classes, or just the ones originally scheduled
 - a. Abby Mann: the intent was all classes
- c. Nathan Phillippi: how would student evals be recorded?
 - a. Online, on Canvas
- d. Joe Sciulli: evaluation should be developmental – used to make improvements, not meant to be punitive; not every

- faculty member is comfortable with the process with their chair, but if developmental, would be a good idea to have student evaluations
- e. Nathan Phillippi: would we get to view the evaluations before they are submitted? Who collects them? Department chairs still might use evaluations how they want to use them.
 - a. Cherry Beasley: evaluations go to chair first, then sent to faculty member
 - f. Robin Snead: because student evaluations are seen by faculty after the semester ends, faculty evaluation may be relevant for next year
 - g. Provost Ward: perhaps routing is changed, where faculty see their student evaluations, and can choose to include or not in their annual evaluation or P & T portfolios, based on results
 - h. Robert Arndt: what is the return rate of student evaluations?
 - a. Provost Ward: varies, depending on the class and/or situation
 - i. Jeff Warren: will the evaluations be modified to capture the data you describe?
 - a. Abby Mann: I don't think we have the ability to change, but we could help prompt them regarding comments for this unique situation
 - b. Provost Ward: changing would be a tall order right now
 - j. Melissa Schaub: do SEI's really comment upon the platform used for teaching? Can we have a separate survey?
 - a. Abby Mann: would possibly lower response rate
 - b. Provost Ward: inclined to have this evaluative free as possible; evaluations may reflect a lot more than individual faculty members personal expertise and teaching capabilities, can be used for aggregate data of success of online classes
- d. Action Item: Recommendation: In light of the extraordinary circumstances of Spring 2020, the faculty senate urges that faculty evaluations contextualize the tremendous service requirements of the transition to remote teaching, and apply flexibility and understanding to the way such changes altered outcomes. Recognizing that some disruptions may be longer term, the faculty senate recommends that, as future events dictate, the possibility be investigated that pre-tenure faculty affected by this semester be offered the option to take an additional year before applying for tenure, with the appropriate contract adjustment.

Motion to Recommend Vote: 21-1-0

- e. Informational ICC: Will be addressed at next Academic Affairs; Website with Proposal, Requested Background, SGA statement, and space for open comments (Appendix C)
 - a. Abby will have website with ICC materials by the end of the week; the discussion will continue
 - b. Executive Committee has accepted report; ICC has been dissolved, and now Abby represents the proposal
 - c. Important to remember that this is something put together by our colleagues
 - d. No vote right now
 - e. Questions:
 - a. Cherry Beasley: will this be able to be passed this academic year?
 - a. Yes, if passes Academic Affairs, we can vote in May Faculty Senate meeting
 - b. Thomas Logan Crowe-Allbritton: 2017-2018 SGA passed legislation, and proposal has evolved from there; SGA and student body supports this proposal
 - c. Cecilia Lara: concern about proposal – if passed it will effect programs, including foreign language, may keep them from completing their program requirements. Proposal should be applied to American Indian program, not all students.
 - a. Abby Mann: designed to be universal
 - b. Cherry Beasley: there are indigenous people in all language groups; reflects the history of UNCP
 - d. Susan Edkins: if this is passed, and a student changes their catalog year, it could leave them only one year to complete the proposed new requirements, could impact their decision
 - a. Abby: there is a graduated number of hours, so would be less for current students; will look into changing/clarifying language
 - e. Desmond Woods: original SGA proposal has grown from just a class to more requirements
 - f. Laura Hess: Will the website provide info about which specific courses will meet the ICC requirement? What are the standards for meeting such requirements? Same questions for events and service learning credits?
 - a. Yes, available on current proposal, and will be on website
 - g. Ottis Murray: are we pre-empting Academic Affairs Committee and their work? The discussion on this

topic was tabled at the last AA meeting. Should let the committee do their work before we provide our input.

- h. Melissa Schaub: wants to emphasize Academic Affairs Committee doing their work; specific language needs to be in proposal
- i. Thomas Logan Crowe-Allbritton: wants to clarify that the SGA wanted to emphasize specifically the history and culture of UNCP and Indigenous Americans
- j. Robin Snead: happy to hear comments, ideas, etc in the interim between now and April 15th

- b. Committee on Committees & Elections—David Oxendine
 - a. Action Item: Approve Student Conciliator Nominees (Appendix D) –
Vote: 20-0-0
 - b. Informational: Appointments (Appendix D)
- c. Committee on Faculty Governance—Cherry Beasley
 - No report
- d. Committee on the Oversight of the Faculty Handbook—Tom Dooling
 - No report

2. Standing Committees

- 1. Academic Affairs Committee—Robin Snead
 - 1. Action Items: Curriculum
<https://uncp.curriculog.com/agenda:129/form>
 - 1. Votes:
 - 1. ETFL (Spanish 1320) 20-0-0
 - 2. Biology (Program Deletions) 20-0-0
 - 3. Biology (Biotechnology Emphasis) 19- 0-0
 - 4. History (Asian Studies Minor) 20-0-0
 - 5. Sociology and Criminal Justice 19-0-1
 - 6. Sociology and Criminal Justice (Substance Abuse Minor) 19-0-0
 - 7. Counseling (Clinical Mental Health Counseling) 20-0-0
 - 8. Kinesiology (Athletic Training) with amendment to the 3 + 2 BS EXSS: Ex Phys/MSAT proposal: 17-1-0
 - 1. Amendment: Program Specific General Education: Students Can Choose Between PHI 2040 and 2070
 - 9. Music (Minor) 19-0-0
 - 2. Informational: curriculum (Appendix E)
 - 3. Informational: There is a board looking at academic integrity/conduct; would like someone from faculty be a part of that
- 2. Faculty & Institutional Affairs Committee— Joe Sciulli

1. Action Items: Proposal to amend Faculty Handbook Procedures for Contract Renewal Evaluations and Advisory Evaluations of Untenured Tenure (Appendix F) – **Appendix F is not most current version of document; revised document was disseminated and covered during meeting**

1. **Motion to accept revised Appendix F as disseminated at meeting vote: 18-0-1**
2. **Vote to accept Amendments to Faculty Handbook Procedures for Contract Renewal 19-0-0**

2. Informational: The cabinet and deans have requested, in light of the current situation, that the proposed revised pre-tenure evaluation structure, currently in FIAC, if passed, be delayed for one year, to the 2021-2022 academic year

3. Student Affairs & Campus Life Committee—David Young
 1. **No Report**
4. Academic Information Technology Committee—Joe West
 1. Informational: Faculty Senate Webex Teams Space
 2. **Created a Faculty Webex Teams Space**

3. Faculty Assembly (Appendix G)
 1. **No report**
4. Teacher Education Committee
 1. **No report**
5. Graduate Council (Appendix H)
 1. **Graduate accomadations posted online**
6. Other Committees

- VII. 5:00 PM: Motion to Extend for 20 Minutes – approved**
- VIII. Unfinished Business None**
- IX. New Business None**
- X. For the Good of the Order None**
- XI. Announcements None**
- XII. Adjournment at 5:20 PM**