

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

Wednesday, February 02, 2022 at 3:30 PM  
<https://uncp.webex.com/meet/joe.west>

**Order of Business**

- I. Roll Call**  
Members Present: Altman, Anderson, Bahhouth, Busch, Charlton, Goins, Grimes, Hansen, Hummer, Jones-Locklear, C. Locklear, Lamphere, Lillis, Neal, Pereira, Robinson, Schaub, Snead, Stout, Thomas, Voecks, Wells, West, Interim Provost Locklear, Chancellor Cummings  
Members Absent: Vela  
Guests: Irene Aiken, Katina Blue, Ray Buehne, Tabitha Cain, Polina Chemishanova, Paul Flowers, William Gay, Jocelyn Graham, Matthew Hassett, Kelvin Jacobs, Benjamin Killian, Autumn Lauzon, Ottis Murray, Gerald Neal, Derek Oxendine, Corey Pomykacz, Carla Rokes, Matthew Schneider, Laura Staal, Nathan Thomas, Summer Woodside
- II. Approval of Minutes:** (Appendix A) - Motion by Dr. Stout to approve the Minutes from the 2021.12.01 meeting as presented. **Approved by acclamation.**
- III. Adoption of Agenda (As Revised)** - Motion by Dr. Busch to approve the revised Agenda. **Approved by acclamation.**
- IV. Reports from Administration**
- a. **Chancellor – Dr. Robin G. Cummings**
    - i. **Comments from the Chancellor**
      1. **Townhall:** the Chancellor reported on a record attendance (160 individuals) in the past Friday’s town hall. It appears that people found it to be useful, productive, and formative. Townhalls are being planned for every other month. A lot of information was shared by the interim vice chancellor for finance and administration Charles Leffler. The presentation went from a basic outline to a much more complex level. The 45 min townhall was recorded and the link is available upon request.
      2. **Budget:** the Chancellor reported that reimbursement has been based on numbers and that in the past 3-4 years UNCP has had a 30% increase in numbers. The budget started July 1, but due to the late approval, the yearly allocated money must be used by June 30<sup>th</sup> in the areas appointed in the budget. The Chancellor proceed by informing that the 2.5% retroactive lumpsum raise should have been received and that monthly paychecks should reflect the 2.5% increase. Next July, another 2.5% increase will be reflected on each paycheck.
      3. **Covid:** The semester opening was delayed by a week to avoid the holiday surge. The Chancellor extended his appreciation to all faculty, staff, and students that respected the restrictions that were in place when campus reopened. The Chancellor reported that some restrictions on outdoor gatherings have been relaxed and that there are plans in place to relax some indoor restrictions. Discussions are taking place to allow faculty to teach behind shields, with no masks and maintaining a degree of distance, while students will keep their masks on while in the classroom setting. Another consideration in place is to change the testing protocol and start to test for symptoms only. Dr. West made the comment that the free-government home tests arrived quickly and can be used to test oneself. Dr. West asked the Chancellor to involve the Faculty Senate and the Executive Committee

in any decisions that will be made to relax requirements in the classrooms. The Chancellor agreed to continue with open communication with faculty governance, SGA president, and staff council. Dr. West extended his and the faculty appreciation to the Chancellor for all that he has done to involve everyone in these decisions.

4. Provost search: Dr. Gay and the committee were commended by the Chancellor on the excellent work that they have done. The searches have been narrowed down to six candidates of which three will be interviewed on campus with a possibility of a fourth one.
5. Vice-Chancellor for Finance and Administration: Three highly qualified candidates were identified; two have been on campus and the third one will come in the following week. Charles Leffler, current interim CFO was commended on his contributions in bringing new standards and policies to UNCP finances and administration.
6. Chief Communications and Marketing Officer: The Chancellor announced that a committee is in place, and the next step is to select a search firm.
7. Ribbon cutting dates:
  - a. James A. Thomas Hall on April 27, 2022
  - b. Joseph Oxendine Administrative Building (renovation of West Hall) on March 31, 2022

**b. Interim Provost and Vice Chancellor for Academic Affairs – Dr. Zoe Locklear**

**i. Comments from the Provost**

1. Faculty Appreciation Dinner, Mar 5, 2022. There were no dinners in the springs of 2020 and 2021 but there will be one in 2022. Faculty members that received various awards and achievements in all three years will be recognized at this one time.
2. The Director of Admissions has just been named, Jamie Freeman. She worked in the admission office in the past and now is returning to campus starting on February 21<sup>st</sup>.
3. Dean's Searches for the College of Health Sciences and School of Business continues. Campus interviews are planned to start in late March, early April.
4. Chair Searches: A finalist has been selected for the Dept of Nursing. Four finalists are to be interviewed in the following week for the Dept of Kinesiology.
5. Marion F. Bass Endowed Professorship in Agriculture Science campus interviews are currently going on.
6. Discretionary raises: Provost Locklear thanked the Chancellor for releasing the funds to support raises. Deans, directors, chairs, and other academic leaders will make the final decisions regarding the allocation of those funds.
7. Christine Bell agreed to serve this semester as Assistant Dean for the School of Graduate Studies in an interim capacity.
8. The process to establish the Master's in Occupational Therapy, B.S. in Cyber Security, and the Doctor of Nursing Practice, continues.

**V. Reports of Committees**

**a. Operations Committees**

**i. Executive Committee – Dr. Joe West, Chair**

1. Comments from the Faculty Senate Chair: There are two candidates for the Faculty Senate Chair and two candidates for Faculty Senate Secretary positions. A call from the floor will be made for anyone interested in

running. Dr. West added that deviating a bit from the norm, a few minutes will be given to each Chair candidate to express their thoughts about Chairing the Faculty Senate.

2. Statements from Faculty Senate Chair nominees:
  - a. Dr. Renee Lamphere – Started at UNCP in 2012 and had Dr. Roger Guy as a mentor. Dr. Lamphere has been part of several committees and held positions of chair and secretary. In preparation for this moment, Dr. Lamphere spoke to many former Faculty Senate Chairs to find out their perspectives on the position and to learn tips from each. Dr. Lamphere spoke of her experience in a leadership position by being on the Faculty Assembly and the work done at the system level. As those connections are already established, Dr. Lamphere is in a unique position to forge connections between our campus and the system level. Dr. Lamphere would like to follow up on Dr. West’s steps and keep the positive momentum between the faculty and the administration, including the new provost. Dr. Lamphere believes that having a good knowledge of the Faculty Handbook is essential to lead the faculty and therefore she will dedicate the summer to become more current on the handbook. Following in the footsteps of Dr. Mann, Dr. Lamphere will hold office hours at Starbucks for the faculty. Dr. Lamphere concluded her remarks by stating that she is passionate about Faculty governance, she is quick with the calendar invites, never misses deadlines, and she fully intends to be an active member of the Faculty Senate next year and in the coming years regardless of the outcome of this election.
  - b. Mr. Holden Hansen – Started at UNCP in 1997 as GPAC director and half-time lecturer in the Dept of English, Theater, and World Languages (current name). Mr. Hansen got into a full-time tenure-track position in 2001, got tenured in 2006, and was promoted to full professor in 2012, the same year that he won the Dial Award for Scholarship and Creative Work. In 2018, Mr. Hansen was the recipient of the UNC Board of Governors Excellence in Teaching. He has been in faculty governance for 20 years serving in eight different standing committees and subcommittees in many different capacities. Mr. Hansen has been serving in the Faculty Senate for ten years and is a strong believer in the concept of shared governance. Mr. Hansen alluded to the fact that he has witnessed the critical importance of the faculty’s voice and its role in representing the faculty at large. He is also committed to working with the administration to deliver the best possible education to our students.
- ii. Committee on Committees & Elections – Dr. Tara Busch, Chair
  1. **Vote Required:** Confirmation of Dena Breece to the Budget Advisory Committee. **Approved by acclamation.**
  2. Elections Update:
    - a. NSM Vacancy on Oversight of the Faculty Handbook Committee, now through 2024
    - b. On 2/1 we will send out the call for nominations for the following:
      - i. 2 members of the Committee for Oversight of the Faculty Handbook (2023-2025)

- ii. 4 members of the Promotion and Tenure Committee
  - iii. 2 divisional members of the Faculty Awards Committee (EDU, SBS)
  - iv. The Delegate to the UNC Faculty Assembly
- 3. Faculty Senate Chair and Secretary Election. Note the current nominations and call for any additional nominations. Dr. Busch called for nominations from the floor for both Faculty Senate Chair and Secretary. Hearing none, Dr. Busch sent by email the survey monkey link to the Faculty Senate members present in the meeting for the two elections to be voted in live time. According to Dr. Busch, it was a tight race, and the winners were Mr. Holden Hansen for Faculty Senate Chair and Dr. Maria Pereira for Faculty Senate Secretary.
- iii. Committee on Faculty Governance – Dr. Carla Rokes, Chair
  - 1. Dr. Rokes reported that FGC has been reviewing the roll call vote procedures and, in their January meeting, the committee voted to officially accept the procedures. The committee noted that the language in the Faculty Handbook could be more accurate and is working on clarifying the language that speaks for the faculty advisory role to the Chancellor as a policy advising body. FGC is also reassessing divisional representation on the Faculty Senate and is planning to present a new proposal to the Senate by the end of the semester. FGC is also discussing and reviewing the social media policy and how different disciplines will be affected in different ways. Senate Chairs, terms and qualifications, and the election process are also being reviewed. A contingency plan is being considered should the Faculty Senate Chair needs to step down. FGC is also working on Chapter 3, Article III, Section 8.A. p 15 of the Faculty Handbook about Senator resignation and leave of absence, with the intent of clarifying the language on the various types of leave of absence and their definitions. Dr. West asked Dr. Rokes if she wanted to make a clarification in relation to the Minutes from the last Faculty Senate Meeting - Dr. Rokes explained that in reading the Minutes there might have been a misunderstanding when Dr. Vandermeer reported to the Senate and she would like to state that “the Faculty Handbook does not clarify the role of the Senate as being a policy-advising body or a policy-making body and that the Senate serves as an invite in an advisory role to the Chancellor.” FGC wants to make sure that the **Minutes reflect that the committee is looking at the language and considering revising it or making it more accurate for transparency**. Dr. West assured Dr. Rokes that such clarification will occur in the upcoming meeting Minutes.
- iv. Committee on the Oversight of the Faculty Handbook – Mr. Holden Hansen, Chair
  - 1. No Agenda Items

**b. Standing Committees**

- i. Academic Affairs Committee – Dr. Robin Snead, Chair
  - 1. Potential Changes to the Academic Honor Code regarding plagiarism – The issue of concern is ‘students submitting identical work for credit in different classes, typically a paper.’ Two faculty members of different departments had statements on their syllabi that prohibited the submission

of work that had already been submitted on another course. The faculty members pursue this through student conduct but because the UNCP honor code statement does not address this situation either in the plagiarism statement as self-plagiarism or in the cheating statement as submitting duplicate work for credit, no action was taken by the student conduct. The Academic Affairs committee agreed that this issue needs some consideration and therefore, Dr. Snead is in the process of gathering information from other honor codes in other institutions to see how this item is addressed.

2. ICC Status Update – Dr. Killian reported that the committee is at the beginning of the process of review for designation. No new courses have been submitted; the deadline for Gen Ed courses is Feb 2, 2022, and the deadline for all other courses is March 02, 2022. Courses will need designation approval by the Council and then they will be submitted to Curriculog, to be approved by the Senate to be offered in fall 2022. Dr. Killian reminded all departments and advisors that the ICC requirement is active as of fall 2022 to any incoming students under the catalog year 2022-2023, including transfer students.
3. Curriculum Items (For Information)
  - a. Course Revision to increase credit hours from 1 CEU to 3 CEUs: SPN 3010, Early Laboratory Experiences for Prospective Spanish Teachers
  - b. Course Revision to add prerequisite: HST 3060, Revolution and the Young Republic
  - c. Course Revision to add prerequisite: HST 3070, Jacksonian America
  - d. Course Revision to add prerequisite: HST 3100, Civil War and Reconstruction
  - e. Course Revision to add prerequisite: HST 3170, History of North Carolina
  - f. Course Revision to add prerequisite: HST 3720, History of South Asia
  - g. Course Revision to add prerequisite: HST 3820, Growing Up American
  - h. Course Revision to add prerequisite: HST 4220, The Second World War
  - i. Program Revision: Spanish, BA with Teacher Licensure (K-12) to accommodate revision in CEUs for SPN 3010
- ii. Faculty & Institutional Affairs Committee – Dr. Kelly Charlton, Chair
  1. No Agenda Items
- iii. Student Affairs & Campus Life Committee –Dr. Renee Lamphere, Chair
  1. No Agenda Items
- iv. Academic Information Technology Committee – Dr. Roland Stout, Chair
  1. Information Update: AITC Special Meeting Update via HEERF Funding – The committee met with Katina Blue to discuss the money received from the state budget which must be spent by May 31<sup>st</sup>. Twenty-nine classrooms that need technology updates are on the priority list. A purchase order for the equipment has been placed and upon the equipment arrival, Deans and

Chairs will be contacted to discuss the appropriate equipment to go into each classroom.

v. Budget Advisory Committee - Dr. Sherry Edwards

1. We will start the Budget Workshops this Friday with Budgeting 101 - Dr. West reported that the budget workshops began this past Friday with the workshop Budgeting 101.

**VI. Faculty Assembly Updates:** Agenda (Appendix B), Final Minutes (Appendix C) – No questions.

**VII. Graduate Council** (Appendix D) – No questions.

**VIII. Other Committees**

a. **SEI Special Committee** - Dr. Ottis Murray, Chair: Due to audio problems Dr. Murray's report with updates was moved to the next Faculty Senate meeting.

b. **Faculty Research Advisory Board Updates** - Dr. Steven Singletary, Chair: Dr. Singletary was not at the meeting.

c. **CEPP October approved Minutes** (Appendix E) - No questions.

**IX. Unfinished Business** – None.

**X. New Business** – None.

**XI. For the Good of the Order**

a. Athletic Director, Mr. Dick Christy: Mr. Christy was not at the meeting therefore, the report was moved to the next Faculty Senate Meeting.

b. A Senator brought up an item mentioned earlier by the Academic Affairs committee and decided to bring up that same item here, for the good of the order, as this is an important item for all faculty to know: faculty can customize their syllabi to the needs of their discipline, and it is supposed to be binding. On page 56 of the Student Handbook where the full academic honesty policy statement can be found, the policy reads "*students should be aware that some faculty members authorize or prohibit specific forms of student conduct, which are unique to their courses or disciplines...*" Further down in the statement for students reads "*any special requirements or permission regarding academic honesty in this course will be provided to students in writing at the beginning of the course.*" The same Senator added that the faculty member can, therefore, require anything from the students if it is stated in the syllabus. After a very brief exchange, Dr. Snead concluded that at minimum the settlement form on academic dishonesty should contain the text listed in the Student Handbook. Dr. West added to the discussion that some forms of cheating are not enforceable even if in the syllabus, especially if the cheating cannot be proved. An example given is when students pay websites to write a paper for them. That is not plagiarism, but it is cheating. A faculty member attending the Senate meeting, placed on the chat the following: "The official Academic Honor Code Policy 02.05.05 does not include that language either." It seems therefore, there is a discrepancy between the Student Handbook and the official policy 02.05.05. The explanation of plagiarism in the policy is not specific enough and it does not cover situations encountered by faculty members; for example, it does not mention reusing previously submitted work in another class. To revise the policy, the office of Student Conduct is the responsible office listed on the policy under the Chancellor's authority. Dr. Snead announced that the Academic Affairs committee will do a follow-up on this item.

**XII. Announcements** – None.

**XIII. Adjournment** – Dr. Bahhouth made a motion to adjourn the meeting. The meeting was adjourned at 4:53 PM.