

**The University of North Carolina at Pembroke**

**Faculty Senate Minutes**

Wednesday, April 06, 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, Lillis, Pereira, Robinson, Schaub, Snead, Stout, Thomas, Vela, Voecks, Wells, West, Interim Provost Locklear

Members Absent: Chancellor Cummings, Renee Lamphere, Gerald Neal

Guests: Gaye Acikdilli, Irene Aiken, Ashley Allen, Todd Allen, Robert Arndt, Louisa Blink, Katina Blue, Juan Bobadilla, Dena Breece, Ray Buehne, Marcus Burger, Joshua Busman, Polina Chemishanova, (Melody) Chiuchu, Dick Christy, Teagan Decker, Susan Edkins, Kelly Ficklin, Lorry Floyd, William Gay, Karen Granger, Julie Harrison-Swartz, Joanna Hersey, Mary Jacobs, Zhixin Kang, Charles Leffler, Jamie Litty, Kimberly Locklear, Jaime Martinez, Gary Mauk, Edwin Mensah, Jamie Mize, Rachel Morrison, Cindy Most, Ottis Murray, David Nikkel, Elizabeth Normandy, Ashley Oxendine, David Oxendine, Derek Oxendine, Susan Peters, Bob Poage, Marsha Pollard, Camille Reese, Shilpa Regan, Jonathan Ricks, Mabel Rivera, Marilu Santos, Heather Sellers, Emily Sharum, Jessica Siegele, Steven Singletary, Rachel Smith, John Spillan, Nicole Stargell, Amy Turpin, Crystal Walline, April Whittemore-Locklear, Jennifer Whittington, David Young, Christopher Ziemnowicz

**II. Approval of Minutes** (Appendix A) - Motion by Dr. Bahhouth to approve the Minutes from the 2022.03.02 meeting as presented - **Approved by acclamation.**

**III. Adoption of Agenda (As Revised)** - Motion by Dr. Stout to approve the revised Agenda - **Approved by acclamation.**

**IV. Reports from Administration**

**a. Chancellor** – Dr. Zoe Locklear for Dr. Cummings

**i. Comments on behalf of the Chancellor**

1. Dr. Cumming is at Western Carolina University attending the Board of Governors meeting.
2. A request was sent out asking everyone to complete the *Employee Engagement Survey* sent directly by ModernThink. UNCP participation in 2020 was 69% and currently is 41%.
3. Governor Roy Cooper, Speaker Tim Moore, and Senator Burger are scheduled to attend and speak at the *James A Thomas Hall* ribbon-cutting ceremony on April 27<sup>th</sup> at 11 AM.
4. Commencement is on May 13<sup>th</sup> (graduate students) and 14<sup>th</sup> (undergraduate students).
5. Leadership: (1) Newly elected Provost Marsha Pollard will join UNCP on May 16<sup>th</sup> while Provost Locklear's last day in office will be May 31<sup>st</sup>, a small overlap period will be desirable for a smooth transition; (2) VC for Financing and Administration (CFO) Gabe Eszterhas will start on May 16<sup>th</sup>; (3) Chief Communication and Marketing Officer search is still underway chaired by General Counsel Kelvin Jacobs; (4) Searches for the Deans of the College of Health Sciences and School of Business are continuing with campus interviews planned for April; (5) Dr. Camille Reese is the newly appointed chair for the Department of Nursing; (6) The chair search for the Department of Kinesiology is at its finals stages; (7)

Drs. Velinda Worix and Wendy Miller were reappointed as chairs of the Biology and English Theater and World Languages departments, respectively.

6. Invitations were sent out for *Faculty Appreciation Dinner* on May 5<sup>th</sup>.
7. NC Promise Rate will be offered to students for Summer 2022 at about \$42 per semester credit hour. The current plan is to pay faculty according to a sliding scale (more enrollment in the course, higher the pay).

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

- i. Comments from the Provost (see above under **IV. a. i.**)

**V. Reports of Committees**

**a. Operations Committees**

- i. Executive Committee – Dr. Joe West, Chair – Dr. West welcomed the new elected Provost and gave her the floor for a few comments
  1. Welcome, Dr. Pollard – Dr. Pollard thanked Drs. West and Locklear for their introductions and announced her arrival on campus in mid-May. Dr. Pollard spoke of the role of the faculty in developing academic programs and initiatives as well as faculty interactions with students which ultimately result in student success. Upon her arrival on campus, Dr. Pollard is planning on meeting with department chairs, attending department meetings in the fall, and meeting with individual faculty members to get to know their professional backgrounds, perspectives, and priorities for the university. Dr. Pollard announced that she has a university email that the faculty can use it to contact her directly.
  2. Special Committee to investigate the need for GenEd revisions. Dr. Normandy suggested that we not launch this committee until the start of the fall semester. Thoughts? - No comments from the Senators.
  3. Faculty Evaluation of Administrators Update – Dr. West reported that he is waiting on Institutional Research data that would allow sending anonymous and individualized invitations using Survey Monkey. The faculty was assured that their honest replies would not be traced and that everyone's identity would be protected.
  4. Faculty Senate Meeting Format Survey Results (Appendix B) – Results indicated that the decision on the Faculty Senate meeting format should be made at the beginning of next semester. However, Dr. West noted that the present attendance at the Faculty Senate meetings on Webex averages about 50+ people and that no such numbers have ever been seen in face-to-face meetings. Dr. West continued that expectations are that the Faculty Senate Chair-elect, Holden Hansen, will work with the Executive Committee and decide on the structure of the Faculty Senate meetings for Fall 2022. One Senator asked for clarification about when would the information be conveyed to the Senators. Dr. West replied that the first meeting of Fall 2022 would be on Webex and that during that meeting Senators would learn if any changes would occur for future meetings.
  5. New BOG University Funding Model – Dr. West commented on the possibility that the new *BOG Funding Model* would decrease funding for UNCP. According to Dr. West, the new funding model is linear and does not control for variables associated with socioeconomic conditions in the area. Dr. West encouraged faculty members and Senators to become involved in understanding the BOG's funding model, work towards

changes that need to be executed in the funding model, become a little more politically active and express their concerns that the funding model treats South and Eastern North Carolina unfairly. Interim Provost Locklear added to Dr. West's comments that Interim Vice Chancellor for Finance & Administration (CFO) Charles Leffler will provide an update on the funding model at the General Faculty Meeting in May.

**(Vote Required)** New Business Item: Follett All-Access Proposal (Appendix C) – Dr. West began by informing the Senate that the item in Appendix C does not contain any specific details but rather is a marketing slide. Follet was invited to give an overall overview of the “*Follet ACCESS Course Materials for All (All Access)*.” Ms. Amy Turpin (Follet Academic Program Manager) began by sharing Appendix C and informed the Senate that she was going to talk about Follet's equitable access. Ms. Turpin summarized that 96% of the students know what books they need, 60% of them wait until the first day of classes to purchase their books, and 33% of the students do not buy their required books (due to many different reasons). Ms. Turpin pointed out that students pay thousands of dollars in tuition and fees (food, athletics, etc.) that are not directly tied to their academic success, but books, that are directly tied to their academic success are not part of students' tuition and fees. Ms. Turpin continued by saying that with the new model, for a credit hour fee, *All Access* program will give equitable access to students for all their required books on the first day of classes. According to Ms. Turpin, this *opt-out model* works because Follet will buy in bulk from the publishers at deeper discounts [passing those savings (30-80% depending on the format of the delivery) to the students] and the students will have all their digital course materials with one-click access (e-book, courseware, etc.) through their LMS. Ms. Turpin reassured the Senate that there is no loss of academic freedom as all publishers can be used, including Open Education Resources (OERs) as well as printed materials. According to Ms. Turpin, there are about 325 of these programs across the country, and the student opt-out averages are about 2-3% (students find the program great and therefore they don't opt-out). Follet claims that several academic departments have done their own assessments and concluded that *All Access* dramatically impacts enrollment, retention, and ultimately grades. In contrast, Ms. Turpin referred to cases when students use the two-week free code provided by the publishers for access to the publisher's online platform. After the two weeks, students that don't purchase access immediately will no longer have access to their course materials and assignments therefore, they start getting zeros, end up falling behind on their assignments, and consequently, students drop out of those courses. Ms. Turpin informed the Senate that with the adoption of the new program, faculty will be switched from their current course-by-course model into a campus-wide model. As for Follet-student communications, Ms. Turpin informed the Senate that emails will be sent to all students before classes start, informing them of their digital or physical books (the latter to be picked up at the bookstore) therefore guaranteeing the availability of all materials on the first day of

classes. Ms. Turpin spoke of students' love of the Follet *All Access* program and reported that surveyed students appreciated the instant gratification (having their materials available on the first day of classes, the convenience of not having to shop around, and having current book editions) and that was more important to them than cost. Ms. Louisa Blink (Follet Regional Manager) added that the *Access* program has been on the UNCP campus for two and half years on a course-by-course model (33% of Summer I offerings and 15% of the Fall sections will be using the *Access* program). Ms. Blink informed the Senate that UNCP's *Access* program keeps growing and that there is great support from the faculty involved.

Dr. West opened the floor for discussion and stated that he was personally concerned that UNCP students were going to end up paying more under this program considering that Follet is in the business to make money. Ms. Cindy Most (new UNCP Bookstore Manager) informed the Senate that she has been with Follet for 15 years and wanted to add that Follet would not make money if Follet would not be able to find the best prices for students. Ms. Most continued by speaking of the partnership between Follet and the University and the desire to reduce costs to the students. Ms. Most reassured the Senate that *All Access* program allows the faculty to use the best and newest products (for a reduced price to students) and allows students to get the best quality education. Ms. Most described the current situation on campus in which students get access codes that cost over \$100 per access code per course, just to work on their homework (science classes are great examples). Ms. Most described another situation in which a student would come into the bookstore and buy her books every time she would get a paycheck simply because she could not afford to pay for all her books at the beginning of classes. Ms. Most concluded her remarks by saying that with the *All Access* program students would no longer struggle to pay for their books, all materials would be available to them on the first day, and students would not need to spend time searching the Internet to find the cheapest books while worrying if they would receive those on time.

From the Senate Meeting floor questions and answers:

Question 1: Why is Follet following an opt-out instead of an opt-in model?

A: Opt-in is a choice that students must make and therefore no different than having to decide to purchase their materials; with an opt-out model, the pricing is not as discounted because Follet would not be able to guarantee to the publishers the number of students in the program. Florida schools were used as an example to demonstrate that an opt-in program was not very successful because the benefits of having the materials available on the first day of classes were not there and that very quickly, those schools changed to opt-out because of the benefits of having the materials available on the first day. Question 2: When does the opt-out period start, how long does it last, and how are students notified that they

could opt out? A: The product is released to students about 10 days before classes start, and the drop-out period lasts until the last day of add/drop period followed by the campus. Communications go out via email to all students with all the instructions about the program and the links to opt-out. Follet in conjunction with UNCP is planning on the creation of a webpage with Follet *All Access* program information. Question 3: Are there any compensations or discounts that go back to UNCP? Kim Locklear, UNCP Interim Director of Auxiliary & Business Services replied that the contract that is currently being renewed with Follet does include revenues based on sales that will revert to UNCP. The contract has not been finalized, being that *All Access* is still being considered. CFO Charles Leffler contributed to the conversation by saying that the contract is a sales commission and that the money received by the university is used for several purposes. Mr. Leffler continued by saying that the present opportunity is that it is going to save students dollars on their total book cost if *All Access* would be something that faculty and students would support. If the proposal doesn't pass Follet can continue to implement *Access* on a course-by-course basis while losing the lower cost that is driven by bulk buying. Question 4: How was the 1.3 M in projected savings, calculated? A: It is the calculated difference from the per credit hour price that is being proposed over the calculated averages of the current fall and spring adoptions (rental, purchase new and used, digital prices, one-time codes, online subscriptions, interactive textbooks, etc.), overall classes, and all students. Dr. West showed a strong interest in looking at those calculations and asked Follet to share those with the Senate or himself ASAP. Question 5: Can different sections of the same course use different materials? A: Yes. Question 6: Can small publishers be used? A: Yes, all publishers large or small can be part of the *All Access* program. In other words, no matter what the faculty choices are, printed or online, or what the sources are, it can all be rolled into *All Access* program provided that the publishers would sell their items to Follet. OERs are also encouraged into this program as they will contribute to the lowest per credit hour cost. Follet is a company that makes money not by price gouging the students but by getting the prices down and getting all the materials to the students and staying relevant on the campus. Although students will be paying per credit hour on classes that use OERs, they might significantly save money on another class. Follet is willing to do studies on the UNCP campus and calculate the savings that would occur over a two-year period. As with tuition costs, which are the same for students that get two very different degrees, for example, English and Engineering, books are no different. Question 7: Can the instructor request all materials to be printed taking into consideration that UNCP is in a low socioeconomic index (SEI) area with compromised bandwidth and limited Internet? A: The university determines the *All Access* delivery format, and all classes will use the format that was prioritized in the contractual agreement. For example, a digital prioritized program means that every required book has the potential to be digital and if no digital book is

available, Follet will look for a physical book for it. Question 8: What kinds of accommodations are there for different types of students? A: Online students will have their books shipped to them (either they pay a flat shipping fee, or the shipping price is rolled into the books' price) or they will have them available digitally depending on the delivery format adopted by the institution. Question 9: Is the *All Access* add/drop automatic and does it match the students' add/drop of their classes? A: If the student drops a class the provisions of their products also get dropped and if there is a physical book, the students will have to return the book to the bookstore. Question 10: What exactly is on the Agenda to be voted on? A: The interest level of the faculty in *All Access* is being measured via the Faculty Senate. SGA representatives were also contacted for their feedback and consideration.

In summary, UNCP faculty concerns are that what is good for the corporation (Follet) may not necessarily be good for UNCP students. The opt-out model feeds that concern as students must purposely choose not to be involved. Situations where students might miss or not read emails, or not engage or act when they see those emails, will result in students being locked into the program with no way to get out. Furthermore, the cost will be very different by discipline as some majors will benefit while other majors will not. It was noticed that the cost comparison made by Follet seems to only include costs that students would incur if they would buy Follet products, however, a lot of the UNCP students do not buy their materials from the bookstore. It is imperative for the Senate to have the cost comparison numbers between what students are paying right now and what they will be paying with *All Access* program.

As no more questions were presented to the floor Dr. West proceeded with the meeting by stating that it appeared that the will of the body was to get more information before a vote would be held as no motion was made to take any action on Follet's *All Access* program. Without a vote, the contract with Follet will move forward **without the *All Access* program** being included in the contract.

ii. Committee on Committees & Elections – Dr. Tara Busch, Chair

1. Election Results:

- a. Promotion and Tenure Committee At-Large (Term: 2022-2025): Jennifer Wells
- b. Faculty Awards Committee At-Large (Term: 2022-2025): David Young
- c. The alternate delegate to the UNC Faculty Assembly (Term: 2022-2025): Bryan Winters
- d. Faculty Hearing Committee: Ryan Anderson, Cynthia (Cyndi) Miecznikowski, Renee Lamphere
- e. Faculty Grievance Committee (Term: 2022-2025): Cindy Locklear, Roger Ladd, and Jennifer Jones-Locklear

2. Positions needing to be filled - We are currently seeking nominations for:

- a. Oversight of the Faculty Handbook Committee, CHS, and SBS (Term: Fall 2022-2025) – Dr. Busch spoke of how hard has been to fill the Oversight of the Faculty Handbook Committee positions but considering that Faculty Governance is looking into potentially changing the structure of this committee perhaps that will help for the future.
    - b. Two Faculty Conciliators. We have so far Silvia Smith, and Jennifer Jones-Locklear but SGA would like us to have four and then they vote for one – Dr. Busch announced that this item was asked in the preference poll so the hope is that two more people will be added to the poll.
  - 3. Committee Assignment Preference Poll:
    - a. We have sent a poll to all faculty to determine individual preferences for appointed faculty governance positions. This poll is due back to us by April 5<sup>th</sup> by 5 pm – Dr. Busch reported that in a preliminary analysis of the poll results, there are concerns that certain divisions (NSM, LETT) lack participation. The preference poll was sent to over 300 faculty members and 103 responses were received, many of those saying that they did not want to be part of any committee. Another announcement and request will be sent out and Chairs and Deans will be asked individually to talk to their faculty in the different divisions and encourage them to complete the survey. Dr. West added that Deans have always been very supportive of the Faculty Senate committee structure.
    - b. We will meet to nominate individuals (based on their poll preferences)
      - i. All members of Faculty Senate Subcommittees
      - ii. The Faculty Governance Committee
      - iii. The Budget Advisory Committee
      - iv. The faculty members of the Health, Safety, and Environment Committee
      - v. Six non-Senate faculty members on the Academic Information Technology Committee
      - vi. Three non-Senate faculty members on the Student Affairs and Campus Life Committee
      - vii. One member of the Student Publications Board
    - c. We notify folks of their assignments via email no later than one week prior to the last meeting of the Faculty Senate.  
Dr. West extended his appreciation to Dr. Busch and her committee for filling one of the most unpopular roles of the Executive Committee and for working hard on making everything streamlined.
  - iii. Committee on Faculty Governance – Dr. Carla Rokes, Chair
    - 1. Governance Update – Dr. Rokes was not at the meeting.
  - iv. Committee on the Oversight of the Faculty Handbook – Mr. Holden Hansen, Chair
    - 1. Faculty Handbook Update – Mr. Hansen wanted to put on the record that the Committee verified the changes made to the Faculty Handbook last year as documented on signed routing forms. Minor typos were found, and they will be fixed in due course. The committee will be ready to report in the May meeting if all changes to the Faculty Handbook were made as

documented in last year's Minutes. The committee is also reviewing the Faculty Handbook Section II, Chapter 2.

**b. Standing Committees**

i. Academic Affairs Committee – Dr. Robin Snead, Chair

1. Curriculum Proposals Requiring Action View (Link in Appendix D) at: <https://uncp.curriculog.com/agenda:179/form>

a. **(Vote Required)** From the Department of History - Dr. Jaime Martinez summarized the changes as being a simplification of the current programs with no major changes (no courses added or deleted).

- i. Program Revision—African American Studies Minor
- ii. Program Revision—Asian Studies Minor
- iii. Program Revision—History, General History B.A.
- iv. Program Revision—History, Social Studies Education B.A.
- v. Program Deletion—American Studies Minor
- vi. Program Deletion—British Studies Minor

Motion moved by Tim Altman to vote on items *i* to *vi* from the Dept of History - **Approved by acclamation.**

b. **(Vote Required)** From the Department of Inclusive Education

- i. Program Revision Proposal—Elementary Education M.A.Ed. - Dr. Kelly Ficklin reported that the changes include moving from a 36 to a 30-hour program (two electives were deleted), the titles of two courses were changed and, one course was replaced - **Approved by acclamation.**

c. Approved Curriculum Proposals for Information (Appendix E) – Dr. Snead informed the Senate that Appendix E includes a listing of 61 proposals that passed and stopped either at the Curriculum Subcommittee or at the Academic Affairs Committee. Furthermore, there are 156 curriculum proposals to be acted on at the Curriculum Subcommittee meeting on April 7<sup>th</sup> (the last meeting of the year) and every department will need to have a representative there, Dr. Snead announced.

2. **(Vote Required)** Revision to the Academic Honor Code (Appendix F) – Dr. Snead informed the Senate that the current item had been shared with the Student Government Association (SGA) but no feedback had been received. The item was brought up at the last Faculty Senate meeting in March so that everyone would be prepared for today's vote on item 2. *If Multiple Submission of Work for Credit* – **Approved by acclamation.**

Dr. West reported that being 4:58 PM and taking into consideration that the Senate would have to go into a closed session before the end of the meeting, there was a need to extend the meeting for 30 min. The motion was made by Pereira to extend the meeting by 30 min, and the motion was seconded by Bahhouth – **Approved by acclamation.**

- ii. Faculty & Institutional Affairs Committee – Dr. Kelly Charlton, Chair
  - 1. No Agenda Items
- iii. Student Affairs & Campus Life Committee –Dr. Renee Lamphere, Chair
  - 1. SACL Chair Renee Lamphere met with Faculty Governance this month to discuss adding the Graduate School to SACL. There is discussion still to be had about who from the graduate school would be the SACL representative. This item is on the agenda for discussion at next month’s Faculty Governance meeting - Dr. West informed the Senate that Dr. Lamphere was attending another meeting and therefore, the Senate would get an update on this item at the next Faculty Senate meeting in May.
- iv. Academic Information Technology Committee – Dr. Roland Stout, Chair
  - 1. No Agenda Items
- v. Budget Advisory Committee - Dr. Sherry Edwards, Chair
  - 1. No Agenda Items

**VI. Faculty Assembly Updates** - None

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

**VIII. Other Committees**

**a. SEI Special Committee** - Dr. Ottis Murray, Chair - Dr. Ottis was not at the meeting and Dr. West reported that the Senate would get an update on this item at the next Faculty Senate meeting in May.

**b. CEPP February approved Minutes** (Appendices H and I) – No questions

**IX. Unfinished Business** – None

**X. New Business** – None

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

**a. Athletics** - Mr. Dick Christy, Director – Mr. Christy reported that all athletic departments in the UNC System are required to meet the *UNC Intercollegiate Athletics Report* submission requirement. That process has changed and includes a lot of work and analysis from Academic Affairs. Mr. Christy showed his appreciation to Dr. Locklear and all her staff for making sure that all student-athletes are served well and that there are no improprieties. Mr. Christy shared that UNCP Athletics is required to share the report with the Board of Trustees by April 21<sup>st</sup>. On April 26<sup>th</sup> the University Athletic Committee (a Faculty Oversight Committee) will review the report before it is sent to the UNC System Office. Mr. Christy added that athletically it has been a very good year as UNCP made 1<sup>st</sup> place in the *Hawn Excellence Cup*. While in the Peach Belt Conference, the academic success metric was based on GPA, and UNCP student-athletes have set GPA records in the past four years. The Conference Carolinas has been a great fit both competitively and philosophically and has allowed for shorter trips (from 270 to 190 miles). In the Conference Carolinas, the academic success metric rate takes into consideration retention and successful completion of graduation within a 6-year. UNCP’s goal is to win the *Conference Mind Body and Soul Award*. Mr. Christy also reported on women’s golf which won its 1<sup>st</sup> conference championship in 8 years and will compete next in the NCAA a Southeast Regional. Furthermore, women’s soccer and men’s basketball also won, the baseball program is tied for 1<sup>st</sup> place, and both track and field programs are ranked in the region.

**b. Closed Session** - Meeting in the Formal 2021–2022 Faculty Senate Space on Webex - Dr. West requested that Senators would wait on him to start the meeting in the Formal Space and then everyone would return to the current space once the closed session would be out so the Faculty Senate meeting could be adjourned. A motion to move into a closed section was made by Bahhouth and seconded by Stout – **Approved by acclamation.**

The meeting proceeded after returning from the closed session.

**XII. Announcements** – None

**XIII. Adjournment** – A motion to adjourn the meeting was made by Pereira. The meeting was adjourned at 5:31 PM.