

The University of North Carolina at Pembroke
Faculty Senate Agenda
 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>

Members of the Senate:

To 2023	To 2024	To 2025
ART Vacant <i>Academic Affairs</i>	ART Holden Hansen <i>Faculty Senate Chair</i>	ART Beata Niedzialkowska <i>Academic Information and Technology</i>
CHS Vacant <i>Academic Affairs</i>	CHS Jennifer Wells <i>Committee on Committee and Elections Chair</i>	CHS Jennifer Jones-Locklear <i>Academic Affairs</i>
EDUC Camille Goins <i>Academic Information and Technology Chair</i>	EDUC Gerald Neal <i>Faculty and Institutional Affairs</i>	EDUC Jennifer Whittington <i>Faculty and Institutional Affairs</i>
LETT Richard Vela <i>Academic Affairs</i>	LETT Peter Grimes <i>Student Affairs and Campus Life Chair</i>	LETT James Hudson <i>Faculty and Institutional Affairs</i>
NSM Maria Pereira <i>Faculty Senate Secretary</i>	NSM Roland Stout <i>Academic Affairs</i>	NSM Timothy Anderson <i>Faculty and Institutional Affairs</i>
SBS Lauren Norman <i>Student Affairs and Campus Life</i>	SBS Porter Lillis <i>Faculty and Institutional Affairs</i>	SBS Matt Schneider <i>Student Affairs and Campus Life</i>
At-Large Renee Lamphere <i>Academic Affairs Chair</i>	At-Large Kelly Charlton <i>Faculty and Institutional Affairs Chair</i>	At-Large Carla Rokes <i>Committee on Committees and Elections</i>
At-Large Melissa Schaub <i>Committee on Committees and Elections</i>	At-Large Tracy Vargas <i>Faculty and Institutional Affairs</i>	At-Large Rachel Morrison <i>Academic Affairs</i>
Chancellor Robin G. Cummings Interim Provost and Vice Chancellor for Academic Affairs Cherry Beasley		

Order of Business

- I. Roll Call
- II. Approval of Minutes (Appendix A)
- III. Adoption of Agenda
- IV. Reports from Administration
 - a. Chancellor – Dr. Robin Cummings
 - i. Comments from the Chancellor
 - b. Interim Provost and Vice Chancellor for Academic Affairs – Dr. Cherry Beasley
 - i. Comments from the Interim Provost
- V. Reports of Committees
 - a. Operations Committees
 - i. Executive Committee – Holden Hansen, Chair
 1. Comments from the Chair
 2. Discussion: Service to Faculty Governance
 - 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)
(Rob Epps) ARTS (2022-2024)
 - ii. Student Affairs and Campus Life Committee
(Carla Rokes) ARTS (Immediately to 2023)
 - 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
 - iii. Election of Senate Chair and Secretary via SurveyMonkey (Remember to bring an electronic device for voting)
 - 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
 - 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>)
 - 3. **(For Information)** Curriculum Proposals from the Department of Economics and Decision Sciences - New Course Proposals (Passed by the Academic Affairs Committee - Vote: 9 yays, 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
- 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)

VI. Faculty Assembly Updates:

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

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

VIII. Other Committees

- a. CEPP October 12, 2022 Minutes (Appendix G)
- b. CEPP November 9, 2022 Minutes (Appendix H)

IX. Unfinished Business

X. New Business

XI. Announcements

XII. Adjournment

Appendix A

The University of North Carolina at Pembroke
Faculty Senate **Unapproved Minutes**
Wednesday, December 7, 2022, 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 3:31 PM**
Members Present: 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), Marsha Pollard (Provost), Carla Rokes, Melissa Schaub, Matt Schneider, Roland Stout, Tracy Vargas, Richard Vela, Jennifer Wells, Jennifer Whittington
Members Absent: Timothy Anderson, Cindy Locklear
- II. **Approval of Minutes (Appendix A) - **Approved as circulated****
- III. **Adoption of Agenda - **Approved as circulated****
- IV. **Reports from Administration**
 - a. **Chancellor – Dr. Robin Cummings**
 - i. **Comments from the Chancellor**
 1. The Chancellor informed the Senate that he would be making the majority of his comments at the General Faculty Meeting (happening in two days, Friday)
 2. Dr. Cummings felt that we had a good semester and asked the faculty, staff, and his cabinet to become even more involved in campus life
 - a. Lighting of the Old Main was attended by six-hundred people of which two-hundred were students
 - b. Twilight Christmas parade was exceptionally long and well attended by the townspeople (more than in the past). Involved in it were the Chancellor, First Lady, UNCP’s band and two other groups, and a float
 - c. Friday Night Extravaganza (organized by Jose), was an event with extraordinary music attended by approximately nine-hundred people
 - d. The drop-in at the Chancellor’s residence was on Saturday night and had a good turnout with 160-170 registered individuals and probably 100+ that just showed up
 3. The Chancellor informed the Senate that he had the last of six meetings and commencements with military groups. Such events happened in the past two weeks and the Chancellor is currently looking forward to Friday night and Saturday morning commencements
 4. Dr. Cummings shared that UNCP lost three students in the fall, two to car accidents and one to natural causes. Two students will be awarded their degrees in memorial (one on Friday night and one on Saturday morning) which will be presented to their respective families. The students had completed 75% of their degree requirements
 - a. The Chancellor made the comment that traffic is unsafe with people texting and driving, drinking and driving, and just driving

recklessly. A certain rudeness is detected on the road, something not seen in the past

- b. VC for Students Affairs, Jeff Howard, will be conducting programs to increase student awareness as well as safe and defensive driving
- c. The Chancellor recalled the first student, a young lady from China, who was lost in a car accident. Her father traveled 8,000 miles to take her back home

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

i. Comments from the Provost

- 1. UNC System Graduate Council approved UNCP's request to establish the Doctor of Nursing Practice degree program
 - a. This program will go before the Board of Governors at their January meeting
- 2. SACS approved the Master of Arts in Teaching Birth through Kindergarten
- 3. UNCP was approved to offer (50% + online) several programs: [B.S. in Cyber Security, and Accounting; M.A. in Science Education, English Education, Teaching (general program), specialization in Arts Education, and Mathematics Education (9 through 12 grades, middle grades); M.A. in Education in Professional School Counseling and in Clinical Mental Health Counseling]
- 4. Graduate Certificate in Advanced School Counseling, Graduate Certificate in Play Therapy, and a Postmaster Certificate in Nursing Education were approved to be taught in an online instruction modality
- 5. The National Institute for Student Success (NISS) has started pulling and reviewing UNCP iPad's data
 - a. They will begin their interviews with various stakeholders into January
 - b. In January they will start a series of surveys to get information and assess all students serving, offices practices, and timelines at the institution, particularly within Academic and Student Affairs
 - c. Attention will be paid to the UNCP advising structure and model
 - d. They will discern students' perceptions of their career readiness and financial wellness
 - e. UNCP's data used to inform decision-making and the software and technology available in terms of student processes will be assessed
 - f. Preliminary findings will be shared in February. From March through April, they will work on refining what they call their 'playbook' and their recommendations (these will be iterative conversations with various institutional stakeholders)
- 6. One-time funding requests have been approved and have been communicated directly to the academic departments and other offices within academic affairs
 - a. Funds come from the enrollment growth in FY21 that was allocated at the end of FY22. A portion (45%) of the funding went to Academic Affairs to support software, hardware,

- equipment and supplies, the development of a new cyber lab, furniture, a few consultants, and certain programs requested funding for marketing and promotional materials
- b. Monies must be spent by the end of FY23 (30 June 2023). A check-in with everyone will be done at the end of March to make sure that the money is either encumbered or spent
- c. As part of this fund, Provost Pollard requested to hire a Registrar/Banner consultant to work with the academic areas, in particular Department Chairs, to select and then implement a scheduling software to assure that UNCP schedule is demand and data-driven from the onset and to better be able to track student registration and help reduce waitlist, and course cancellations
- d. Approval was given for the purchase of DegreeWorks (degree audit software)
 - i. Student transfer credit, degree maps, and degree certification, have been shown to be problematic
 - ii. The Registrar/Banner Consultant (mentioned above) will help assess Registrar policies, processes, and timelines
- e. Polina Chemishanova will search the committee for AVC for Enrollment Management. She is currently meeting with search firms that have proactive recruitment strategies. It is anticipated that the search will launch in January at the beginning of the higher education search cycle

V. Reports of Committees

a. Operations Committees

- i. Executive Committee – Holden Hansen, Chair
 - 1. Comments from the Chair
 - a. General Faculty meeting is in the Thomas building, room 255, Friday at 1:30 PM
 - b. There will be no Senate meeting in January. The next meeting will be on February 1st (the first Wednesday in February)
 - c. Chair Hansen reminded all individuals logged into the meeting through WebEx that comments or concerns voiced through the chat are welcome and will be followed up
 - d. UC213 is not going to be fitted for hybrid meetings until June 2023, therefore, Senate spring meetings will continue to be held in Thomas 225-26
 - e. Thanks to the Provost's office who had meetings with the Deans, which in turn did some recruiting, the position on the Promotion and Tenure committee has been filled. Currently, CCE is looking to fill ARTS to 2024 on the Oversight of the Faculty Handbook Committee
 - 2. Discussion of Current SEI Response Rates
 - a. The Executive Committee discussed the low participation rates on SEIs since its administration went 100% electronic even

though Institutional Research has been sending numerous reminders. Chair Hansen opened the floor for a brief discussion on the ramifications of low SEI participation on self-evaluations, tenure, etc. After a brief discussion, Chair Hansen informed the Senate that he would be talking to SEI Special Committee's Chair and that he would be referring all the ideas voiced during the discussion

ii. Committee on Committees & Elections – Dr. Jennifer Wells, Chair

1. Committee Update

a. **(Vote Required)** Appointments:

- i. Student Publication Board to 2023: Melinda Rosenberg
- ii. AITC to 2023: Sherry Edwards

The above two appointments were **accepted by general consent**

b. **(For Information Only)** Elections:

- i. Faculty Senate (NSM 2023-2026): Amy Gross
- ii. Faculty Senate (At Large 2023-2026): Renee Lamphere
- iii. Faculty Senate (At Large 2023-2026): Nancy Ofendo-Reyes
- iv. Faculty Awards (LETT to 2023): Robin Snead
- v. Promotion and Tenure Committee (CHS 2022-2025): Jennifer Wells

Dr. Wells expressed her desire to run the PTC to 2025 At-Large election starting the day following this Senate meeting

iii. Committee on Faculty Governance – Dr. Mohammed Ashraf, Chair

1. **(Vote Required: 2/3rds Majority)** Proposed Changes in the Charge of

the Oversight of the Faculty Handbook Committee - Article VI, Section 3 (D), p. 17 (Appendix B) - At the last meeting of the Senate, it was

asked of Dr. Ashraf to take the proposal back to the FDW committee along with some suggestions for improvement because there was a

concern that, as written, the proposal did not allow for any kind of review from the Senate. The additions to the Faculty Handbook

presented in the proposal in Appendix B include the following

paragraph: “*Simple deletions, errors of correctness regarding spelling,*

punctuation, pronoun corrections, revisions to improve syntax or updates

(e.g., Department name changes or changes to position titles) need not

be brought to the Senate for approval.” The Executive Committee took it

upon themselves to develop an amendment (motion that requires a

majority vote) to try to address the concerns heard during the discussion.

Therefore, the Executive Committee suggests the following (see red-

green Appendix A attached to the Minutes only) as an amendment to the

above paragraph: “~~Simple deletions, errors of correctness regarding~~

Correction of errors in spelling, punctuation, pronouns, or corrections,

revisions to improve syntax; **small or updates** (e.g., Department name

changes or changes to position titles); and brief deletions need not be

brought to the Senate for approval, as long as they make no changes to

the substantive meaning of the text. A report of such minor corrections

will be brought to the Senate for information and review.” Moving on to the original proposal to change the charges of the Faculty Handbook Committee (Article VI, Section 3 (D), p. 17) which includes the Executive Committee amendment, the **motion passed, 20 aye - 0 nay**. The proposal is going to go to the General Faculty meeting (next Friday) for ratification by the general faculty

2. **(Vote Required: 2/3rds Majority)** Recommendations Regarding Qualifications of the Faculty Senate Chair – Article V, Section 2, pp. 15-16 and Senate Chair *Pro Tempore* – Article V, Section 2 (D) p. 22 (Appendix C) – This proposal recommends that the Faculty Senate Chair and Faculty Senate Chair Pro Tem hold tenure. The **motion failed, 8 aye – 10 nay**

- 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 – No action items but a few updates:

- a. Academic Support Services want to remind everyone to schedule instructional sessions for the spring with the library
- b. A report about the Writing Center utilization which states that it was the same as last year’s
- c. Twelve proposals went through curriculog. Most of those do not require Senate approval and the one that does will come to the February meeting
- d. EMS is considering changing the criteria for transfer students to graduate with honors. Currently, the transfer grades are included in the GPA calculations for graduation with honors which is not aligned with what other institutions do
- e. GenEd is finishing their study of the general education area at sister and peer institutions, focusing on recommendations for changes if the need would be there

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

1. Committee Update – One action item coming from FERS clarifying how University service is evaluated. In discussion and looking at the Faculty Handbook service section, the paragraph that addresses University service also mentions community and professional service, appearing to be conflated. Therefore, FIAC sent it back to FERS and they are currently working on it before FIAC’s next meeting

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

1. No Report

- iv. Academic Information Technology Committee – Dr. Camille Goins, Chair

1. No Report

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

1. Committee Update – BAC is hoping to update a document that has been included on the committee’s Agenda, which has been created by an ad hoc committee in the summer of 2020 called “Suggested Principles for Addressing Budget Shortfalls.” It was meant to be updated regularly and it has not, therefore, BAC is going to undertake that in the spring semester. A task force has started marking up the document and a survey will be put together. In preparation for that, there will be one more open

meeting with the Budget 101 presentation to allow everyone to be knowledgeable about how the budget is formed and what role the faculty play in generating the revenue that runs the University. The meeting will be held in Dr. Melissa's Schaub Webex room, January 19th at 3:30 (mark your calendars)

VI. Faculty Assembly Updates:

- a. Brief Report – Dr. Renee Lamphere, Faculty Assembly Delegate – There was not a November meeting this year. When the Minutes of the December meeting come out, a PowerPoint presentation from Faculty Assembly Chair, Wake Maki, will be included which contains several links to many external documents. One of the items touched on in the meeting was data about athletics. According to the report, UNCP had 413 student-athletes and the total revenue was 5.5M dollars. There is also data about the “Employee Engagement Survey” where UNCP’s participation rate was very good (74% up from 69% in 2020). When compared to other institutions UNCP had higher than average positive response rates in several of the categories. The Stop Loss [decline in enrollment will result in a decline in funding] was mentioned at the meeting. Dr. Lamphere asked Provost Pollard if she would explain the Stop Loss (the decline is overall in the system and is about 2% for the first time in 9 years. UNCP is one of three (UNCG, UNCA, UNCP) institutions with the most significant enrollment decline. The understanding is that if these institutions were to take a reduction in state appropriation based on those declines it would impede the institutions to achieve their mission. To give those institutions time to turn enrollment around, they are capping the state appropriation to a reduction of 4.5%]. Dr. Lamphere concluded her report that this December is the 50th year of the Faculty Assembly
- b. Agenda of the UNC Faculty Assembly 12.02.2022
- c. Faculty Assembly Drive Folder 12.2.2022 (Includes Employee Engagement Survey Results)
- d. Faculty Assembly Report to the BOG 12.2.2022
- e. Faculty Assembly 22-23 Documents
- f. News Articles covering details of BOG actions:
 - i. Enrollment Decline and Stop Loss (1)
 - ii. Enrollment Decline and Stop Loss (2)
 - iii. Chancellor’s Panel
 - iv. NCAT Fine

VII. Graduate Council (Appendix D) – Dr. Irene Aiken present to answer any questions

VIII. Other Committees

- a. CEPP Minutes Forthcoming in February – Dr. Loury Floyd present to answer any questions

IX. Unfinished Business - None

X. New Business - None

XI. Announcements – Remember to sign the roll call. No other announcements

XII. Adjournment – The meeting was adjourned at 4:33 PM

Minutes' Appendix A

Amendment to the Appendix B (on the Agenda) - Proposed Changes in the Charge of the Oversight of the Faculty Handbook Committee Proposed by the Executive Committee

The Committee, through its continuous review and oversight of the Faculty Handbook, shall assure the accuracy and currency of the Faculty Handbook and maintain the document and its previous versions in a digital format accessible via the Faculty Senate's official website. The committee shall implement the acts of the Senate in the Faculty Handbook and, as necessary, edit and/or update the Faculty Handbook for consistency, accuracy, and currency. The Committee must present any such alterations to the Faculty Handbook to the Faculty Senate; with subsequent action undertaken at the pleasure of the Faculty Senate. (Faculty Handbook, Article VI, Section 3 (D), p.17).

Proposed addition (in Red):

Simple deletions, errors of correctness regarding spelling, punctuation, pronoun corrections, revisions to improve syntax or updates (e.g., Department name changes or changes to position titles) need not be brought to the Senate for approval.

My red-green revisions (text unchanged from above is in black):

~~Simple deletions, errors of correctness regarding~~ **Correction of errors in spelling, punctuation, pronouns, or corrections, revisions to improve** syntax; ~~small or~~ **small** updates (e.g., Department name changes or changes to position titles); **and brief deletions** need not be brought to the Senate for approval, **as long as they make no changes to the substantive meaning of the text. A report of such minor corrections will be brought to the Senate for information and review.**

What revised version looks like as plain text:

Correction of errors in spelling, punctuation, pronouns, or syntax; small updates (e.g., department name changes or changes to position titles); and brief deletions need not be brought to the Senate for approval, as long as they make no changes to the substantive meaning of the text. A report of such minor corrections will be brought to the Senate for information and review.

Appendix B

Proposal to Revise Policy on Graduation with Honors

Graduation With Honors

Graduating seniors may be considered for honors if they have earned a Quality Point Average (QPA) of at least 3.4 for 45 semester hours of course work in residence at UNCP. All course work attempted at UNC Pembroke ~~including quality hours from other institutions and repeated hours~~ will be included in the calculation of the cumulative QPA for determining the particular honors designation awarded. Students who attain a cumulative QPA of 3.85 or higher are graduated *summa cum laude*. Those who achieve a minimum cumulative QPA of 3.7 are graduated *magna cum laude* and students whose cumulative QPA is at least 3.4 are graduated *cum laude*.

Students who achieve the hours and the QPA requirement at the beginning of the last semester of their senior year will be recognized at commencement. The final assessment is done after graduation and honors are pending for all students until this is completed. The honors designation will appear on the student's diploma and transcript.

Appendix C

Suggested Principles for Addressing Budget Shortfalls

In line with the shared governance principle of faculty participation in university matters focused on curriculum and pedagogy, the committee has sought to identify the values for faculty in those matters in addressing potential budget shortfalls. In recognition of the potential fast-paced decisions that may need to be made, we offer these principles to the Chancellor and the Cabinet as a record of the will of the faculty in these issues.

This document is underlined by two overriding principles.

Firstly, in light of the uncertainty of the situation we face, we stress that these recommendations are for immediate consideration only and all should be revisited, with the input of faculty, within a 6-12 month period.

Secondly, more transparency about funding sources and percentages of various programs and expenditures will lead to greater faculty understanding of budget decisions and increase the value of shared governance. In this same vein, faculty who serve in shared governance roles must be involved in defining mission critical functions and services across campus. We appreciate CFO Teachey's emphasis on this element.

Protection of Positions and Compensation

As a guiding principle, furloughs are preferred to salary reductions and salary reductions are preferred to the elimination of positions.

- Maintain all Tenure and Tenure-Track lines, with the current teaching load policies and practices, for the sake of academic and pedagogical productivity and continuity
- Protect mission critical faculty and academic staff lines; if maintaining a line is not possible, offer best faith efforts of continued job security in complementary roles
 - Define mission critical not just by enrollment in courses, but longevity of service of the individual, and, in regards to the position, the role in student progress to degree, the significance of service to the local or campus community and the ability to maintain continued access to high quality teaching faculty, especially considering the dearth in the local human capital pool.
 - Consider the same matrix of criteria in identifying departments as mission critical and protecting their human capital, regardless of productivity.
- Should salary cuts be a needed measure, progressively scale them with application to both academic and administrative positions.

Maintaining Student and Pedagogical Support

- Hold harmless, to the greatest extent possible, services that have a direct impact on student success in the realms of academics (including the Mary Livermore Library and subscriptions to scholarly works, Accessibility Resource Center, Writing Center, Center for Student Success, Teaching and Learning Center, Office of Online Learning and other essential support staff), soft skill development (e.g., Career Center, Diversity and Inclusion, etc.), and health (e.g., CARE Team, Student Health Services).
- Consider thinning positions from administratively-heavy service units that do not directly support the above elements of student success.

- Protect those services/activities (both academic and non-academic) deemed essential to both face-to-face and virtual platforms.
- Reduce departmental operating budgets to promote some cost savings, with a focus on promoting more environmentally-friendly and health-conscious operations (e.g., minimize printing of course materials, such as syllabi or class handouts).

Professional Development

- Reserve conference and professional development funding for tenure-track and associate professors only who present or perform (regardless of mode of delivery) at a conference/performance.
- Preserve funding for conferences or continuing education tied to accreditation and/or required licensure/certification, regardless of rank.
- Create a transparent, efficient, and inclusive process for approving professional development funding to TT and associate professors
- Scrutinize reassigned time for certain administrative positions that support faculty (e.g., coordinators, directors, assistant deans of research), where savings could be had from removing stipends and course releases. Count such work as service and give the affected faculty additional recognition for P&T and/or PTR.

Appendix D

Frequently Asked Questions

Proposed Revision to Section 300.5.1 of the UNC Policy Manual *Political Activities of Employees*

What does this policy revision accomplish?

The revision to Section 300.5.1 of the UNC Policy manual codifies the University's commitment to free expression and restricts vague or ideologically motivated statement requirements in admissions or hiring. The amendment protects prospective students and employees from being denied opportunity on the basis of their beliefs.

What is compelled speech?

In the context of this policy, compelled speech means any form of speech or expression requiring an individual to demonstrate agreement with certain beliefs or ideological commitments in exchange for access to employment, career advancement, or admission.

Does this mean UNC faculty and staff can't endorse an ideological statement?

No. This policy does not prevent or suppress any form of voluntary speech, opinion, or expression. The UNC System encourages employees to exercise fully and freely their right to participate, or to refrain from participating, in political processes and other forms of speech or expression without fear of penalty or reprisal.

Who will this policy revision impact?

The policy revision is designed to protect the staff, faculty, and students of UNC system institutions, ensuring they are not denied opportunities for employment, advancement, or admission on the basis of sociological or political viewpoints. This policy protects the right to exercise speech, or to refrain from exercising speech.

Why do we need this policy revision?

Constitutional issues arise when universities or university systems — especially public institutions — require current and/or prospective faculty and staff to demonstrate their commitment to certain ideals, political issues, or principles. This policy revision is necessary to protect the individual rights of our faculty, staff, and students, and to preserve their right to participate in, or to refrain from participating in, political processes and other forms of speech.

Why now?

The UNC System must protect the constitutional rights of its constituents. It is important to ensure that our employees and students are able to express their sincerely held beliefs without penalty from their respective institutions.

Appendix E

Frequently Asked Questions Review of Faculty Policies

Why is the UNC System reviewing faculty policies?

Faculty are at the heart of everything we do as a university, and it has been decades since we've reviewed and updated our policies on faculty support. Our mission has grown, and current policies have not kept pace with changes across higher education.

What will the review consist of?

We want to bring greater fairness and consistency to the way we evaluate and reward faculty. Our review will look at faculty career tracks, post-tenure review, teaching evaluations, and recognition programs that highlight the outstanding work of our scholars. We also need policies to balance faculty workloads and allow us to attract and retain world-class talent across the university. We'll also work to obtain authorization to develop a faculty retirement incentive program.

Who is undertaking the review?

Working with the leadership of the UNC Faculty Assembly, we'll convene chief academic officers, deans, departments heads, faculty representatives, and System Office staff for a series of working groups. A steering committee overseeing this effort will be co-chaired by David English, the UNC System's acting senior vice president for academic affairs and chief academic officer, and Wade Maki, chair of the Faculty Assembly and senior lecturer at the University of North Carolina at Greensboro.

Why is the Board of Governors pursuing a faculty retirement incentive program?

Voluntary incentive programs for faculty retirement have long been available at our peer universities, giving campus leaders a valuable tool for meeting student needs and balancing workloads. UNC System institutions need the same flexibility. During a time of demographic shifts and enrollment challenges, it makes sense for institutions to have tools in place to manage the size of the faculty workforce, while meeting the needs of faculty members at retirement age. The System will seek special funding from the state to be able to offer retirement incentives. Considerations include which institutions are prioritized for the option and how the program will be administered.

Why make changes to faculty workload policy?

The policy is outdated. We want to make sure our faculty workload policy is aligned with our strategic plan - our goals should match what we need today, not what we needed a decade ago. We also want to make sure that faculty are evaluated and rewarded for all their work - committee participation, service, everything. The current policy does not consider research or service, two important components of our mission. It also counts course sections but not the number of students taught, and uses incomplete data from the Delaware cost structure study. The policy should take into account all elements of faculty work in order to be equitable, and ensure all individuals are carrying a full-time workload.

What are faculty career tracks? Why do they need to be reviewed?

When The Code was developed, it contemplated only two types of faculty in the UNC System: tenure-track/tenured faculty, and “special” faculty. This core policy that undergirds all aspects of faculty employment has not been significantly updated since it was first drafted over 50 years ago. The UNC System, like other universities around the country, relies upon many fixed-term faculty who are major contributors to teaching and service in North Carolina. While some institutions have crafted specific policies governing fixed-term faculty employment, there is no UNC Systemwide policy that recognizes this category of employee. Institutions have expanded the use of non-tenure track faculty in recent decades, and there is no baseline regarding best practices for these contracts, including expectations, salary ranges, promotions, and faculty rights.

Why make changes to the post-tenure review policy?

We need to ensure that post-tenure review is comprehensive and rigorous. It should include methods of rewarding outstanding faculty, in addition to identifying areas that need attention. We also need to review and analyze how to best structure the annual review process as a building block of an effective post-tenure review. In all of this, we’ll aim for a more consistent approach to post-tenure review, ensuring fair workloads and standards of productivity. The wide discrepancy in review practices across campuses and departments is a source of tension among faculty, and it feeds a concern about equity in workloads and career opportunities.

Why do we need to review how teaching is evaluated?

Teaching is the core responsibility of faculty, and forms the basis of the mission of the UNC System. The policy framework that sets out campus requirements for teaching evaluations was authored 30 years ago, and has not been updated since. Our knowledge of what constitutes good teaching has grown greatly over that time. We also have learned the various ways in which an individual's ascribed characteristics can influence their evaluation ratings. Faculty deserve an evaluation process that is robust, consistent, equitable, and supported by sound research.

What do you mean by faculty recognition programs?

The Board of Governors operates three faculty recognition programs that span the 17 constituent institutions of the UNC System - the Awards for Excellence in Teaching, the James E. Holshouser Award for Excellence in Public Service, and the Oliver Max Gardner Award. There is a broad consensus that these awards could be better structured to celebrate the excellent work that our faculty are doing across the UNC System. There also is a need to evaluate the specific rewards that faculty members receive when being selected for one of the awards, to ensure that the recognition is commensurate with the importance of the program.

What is the timeline for the policy review?

We hope to do the bulk of the work this winter and spring, so that any policy changes can go to the Board for a vote in summer 2023.

Appendix F



Faculty Senate Report February 1, 2023 Graduate Council

Graduate Council met January 23, 2023. Below is a summary of items particularly relevant to Senate members (Note: items from unapproved minutes).

Enrollment was NOT available for the meeting, but of interest to Senate.

Graduate School Spring Enrollment (preliminary census data from IR as of 1.23.23):

1862 graduate students

- 41 more than last spring, 7 less than our highest spring which was 2020 with 1869
- 27% of UNCP student body, the highest proportion to date.

I. The following Graduate Faculty statuses were approved:

Last Name	First	Deg	Dept	Program	Status
Holder	Beth	PhD	Inclusive Ed	MAT Special Education	Full
Davis	Joseph	MSW	Social Work	MSW	Professional Affiliate
Fields	Bobbi	MSW	Social Work	MSW	Professional Affiliate
Presnell	Denise	MSW	Social Work	MSW	Professional Affiliate
Sawyer-Horne	Jessica	MSW	Social Work	MSW	Professional Affiliate
Kerney	Mercedes	EdD	Inclusive Ed	MAT Elem Education	Adjunct
Dobbins	Nicole	PhD	Inclusive Ed	MAT Special Education	Adjunct
Arori	Christopher	PhD	Nursing	MSN	Adjunct
Anderson	Todd	MA	Kinesiology	Sport Admin.	Adjunct
Cohen	Scott	PhD	Acct. & Fin.	MBA	Full
Plata-Potter	Sandra	PhD	Inclusive Ed	MAT B-K Education	Full
Nino	Miguel	PhD	Inclusive Ed	MAEd Elem Education	Adjunct

II. **Proposal:**

Graduate Clinical Nurse Leader Certificate: APPROVED

Description: This online certificate program prepares highly skilled nurse leaders who focus on improving quality and safety outcomes for clients or populations of clients. The courses focus on the assessment, design, implementation, coordination, and evaluation of evidence-based quality improvement solutions at the unit level. Upon completion, graduates will be eligible to take the Clinical Nurse Leader SM certification examination through the American Association of Colleges of Nursing (AACN).

Courses:

NUR - 5210 - Leadership in Clinical Microsystems

NUR - 5220 - Care Environment and Clinical Outcomes Management

NUR - 5230 - Clinical Nurse Leader Capstone Practicum

NUR - 5240 - Master's Clinical Nurse Leader Research or Action Project

III. Graduate School Report: Dr. Aiken and Ms. Bell discussed:

- New forms forthcoming for Graduate and absentia form

- DNP proposal moved to BOG for a vote
- Recruitment/Enrollment
 - Program Directors please check your program offerings for accuracy on your webpage
 - Program Directors please check The Graduate School program specific admission requirements for your program for accuracy
- Graduate Research Symposium: April 4th from 5:30-7:00pm (virtual)
 - Information [here](#)
 - Proposals due: March 14th, Research papers due: March 21st, Posters and creative work due: March 28th, 3MT due: March 28th
 - PDs are to participate and recruit three faculty members to view presentations
- Spring Orientation and Open House Review
 - Online Orientations Thursday, January 5, noon and 6 pm
 - Campus visit day, Monday, January 9, 2:00 pm to 5:00 pm

IV. Unfinished/New Business

Credit for non-credit bearing work—Dr. Kim Sellers

V. Announcements/Reminders

- Upcoming Graduate Council meetings for 2022-2023 at 3:00 pm: February 20, March 20, and April 17 virtually at <https://uncp.webex.com/meet/irene.aiken> and face-to-face in The Graduate School Conference room
- Summer/Fall registration opens on February 6th
- March 1, 2023— Summer and Fall 2023 Graduation Applications are due
- Faculty Mentor Awards applications: due March 3rd (information [here](#))
- Graduate School Tuition Scholarship applications: due March 31st (information [here](#))

Appendix G

EDUCATOR PREPARATION PROGRAMS

Council for Educator Preparation Programs

November 9, 2022

3 - 5 pm

<https://uncp.webex.com/meet/lisa.mitchell> UPDATED 11/9/22

VOTING LINK: <https://forms.gle/bh32M8YLOjCqqyzF7>

CEPP ONEDRIVE [November 2022](#)

MINUTES

Attendance: Lisa Mitchell, Nicholas Vincett, Kim McMillan, Amy Van Buren, Ana Cecilia Lara, Bryan Winters, Danielle Chilcote, Diana Dubisky, Dorea Bonneau, Eun Hee Jeon, Gretchen Robinson, Heather Sellers, Hilary Sessions, Irene Aiken, Jennifer Whittington, Jonathan Ricks, Jose Rivera, Karen Granger, LaMorris Smith, Mabel Rivera, Makayla Freeman, Mary Ash, Naomi Lifschitz-Grant, Rachel Newman, Rita Hagevik, Roger Ladd, Serina Cinnamon, Thomas Trendowski

I. Welcome - Dr. Lisa Mitchell

- a. The meeting was called to order at 3:00pm
- b. Recognized Dr. Jonathan Ricks for his recent award as Counselor Educator of the Year <https://www.uncp.edu/news/uncp-professor-jonathan-ricks-honored-counselor-educator-year>

II. Dean's Report – Dr. Lisa Mitchell

- a. Welcome School Partners
 - i. partners did not attend.
- b. Proposed Visiting International Faculty
 - i. Proposal located in onedrive, collaboration with Office of Global Engagement and Advanced Licensure graduate programs
- c. Student EPP Meetings
 - i. Forums held in October via Zoom for undergraduate, MAT and transfer students
- d. Brave Educator Dashboard & Disposition Showcase – *Mr. Nick Vincett*
 - i. Nick shared the Disposition forms in the Dashboard for faculty input, forms should be ready for use in Spring 2023 semester
 - ii. Reminder for all dispositions this semester to be completed using the google forms ASAP

III. Curriculum – Dr. Tom Trendowski

- a. [Course changes Health and Physical Education](#) **ACTION ITEM**
The proposal came from the Health and Physical Education program coordinator Tom Trendowski and Jonathon Ricks seconded the motion Motion passed 13.0.0.
- b. [Undergraduate EPP Pathway](#) – Community College event - Dr. Lisa Mitchell
 - i. There's a shared google sheet with the past AA/AS pathways for each program, please update and meet with Lisa for any assistance in transitioning to the new Associate in Arts in Teacher Preparation or Associate in Science in Teacher Preparation.
 - ii. Community college partners on campus tomorrow and we will continue regularly scheduled virtual meetings

IV. CAEP – Dr. Mabel Rivera

- a. CAEP Updates
 - i. Spring 2023 Cohort Meeting
 - 1. The CAEP team attended the CAEP 2023 Cohort Meeting with Malina Monaco
 - ii. Formative Feedback Report
 - 1. The FFR arrived this week and Mabel shared an example of the notes, questions for clarification and interviews that will be scheduled as part of the virtual visit April 2-4, 2023
- b. Continuous improvement Data Form
 - i. Kudos to Art Education and MAT Special Education programs for completing the form.
 - ii. Programs reminded to add their program notes using the Continuous Improvement Form documenting the use of data for program changes
- c. Brave Educator for a Day & Recruitment (Standard 3) – *Mr. LaMorris Smith*
 - i. LaMorris shared the expansion of the recruitment team to include Dr. Diana Dubisky, Director of Teaching Fellows and Ms. Francine Cummings, Brave Scholars Program Coordinator
 - ii. The team has been busy with events in October and November, updates are included in the slides
- d. *Internship Assessments (Standard 2) - Dr. Lisa Mitchell*
 - i. Three assessments are used through Skyfactor and they will be launched for interns this Friday and Clinical Teacher on Monday. They will remain open through graduation, December 10. MAT students were reminded about the surveys in their session Tuesday evening and undergraduate interns have a session this Friday at Comtech
 - ii. *Exit Survey*
 - iii. *Student Teacher*
 - iv. *Clinical Teacher*

V. Educator Engagement and Student Success – Dr. Lisa Mitchell

- a. Dr. Leslie Locklear was out today, so Lisa shared her updates and reminded members to check for the Friday updates

- [b. Clinical Practice Interview Results \(Additional Information\)](#)
 - [c. Clinical Practice Celebration](#) – December 8, 2022 5 pm Thomas Hall
 - [d. Communication Listserv](#)
 - [e. Newsletter Updates](#)
- VI. **Announcements - Council Members**
 - a. **Mabel reminded everyone of the important dates at the bottom of the agenda (below)**
- VII. **Adjourn**
 - a. **The meeting adjourned at 3:31pm with a motion from Roger Ladd and second by Mary Ash**

Important Dates to Remember

- October 31 – PAST DUE! Complete Dispositions ASAP!!!!
- November 10 – Community College partner event on campus
- November 16 – Praxis Plus 4pm
- November 29 – Superintendents' Breakfast
- November 30 – Pre-CPAST & EDA for Spring 2023 Interns Due
- December 8 – Clinical Practice Celebration 5 pm Thomas Hall
- January 11 – CEPP 3pm
- April 2-4 – CAEP Site Visit

Minutes compiled by Ms. Kim McMillan and Dr. Lisa Mitchell, Respectfully submitted November 10, 2022

Appendix H

EDUCATOR PREPARATION PROGRAMS

Council for Educator Preparation Programs

November 9, 2022

3 - 5 pm

<https://uncp.webex.com/meet/lisa.mitchell> UPDATED 11/9/22

VOTING LINK: <https://forms.gle/bh32M8YLOjCqqyzF7>

CEPP ONEDRIVE [November 2022](#)

MINUTES

Attendance: Lisa Mitchell, Nicholas Vincett, Kim McMillan, Amy Van Buren, Ana Cecilia Lara, Bryan Winters, Danielle Chilcote, Diana Dubisky, Dorea Bonneau, Eun Hee Jeon, Gretchen Robinson, Heather Sellers, Hilary Sessions, Irene Aiken, Jennifer Whittington, Jonathan Ricks, Jose Rivera, Karen Granger, LaMorris Smith, Mabel Rivera, Makayla Freeman, Mary Ash, Naomi Lifschitz-Grant, Rachel Newman, Rita Hagevik, Roger Ladd, Serina Cinnamon, Thomas Trendowski

I. Welcome - Dr. Lisa Mitchell

- a. The meeting was called to order at 3:00pm
- b. Recognized Dr. Jonathan Ricks for his recent award as Counselor Educator of the Year <https://www.uncp.edu/news/uncp-professor-jonathan-ricks-honored-counselor-educator-year>

II. Dean's Report – Dr. Lisa Mitchell

- a. Welcome School Partners
 - i. partners did not attend.
- b. Proposed Visiting International Faculty
 - i. Proposal located in onedrive, collaboration with Office of Global Engagement and Advanced Licensure graduate programs
- c. Student EPP Meetings
 - i. Forums held in October via Zoom for undergraduate, MAT and transfer students
- d. Brave Educator Dashboard & Disposition Showcase – *Mr. Nick Vincett*
 - i. Nick shared the Disposition forms in the Dashboard for faculty input, forms should be ready for use in Spring 2023 semester
 - ii. Reminder for all dispositions this semester to be completed using the google forms ASAP

III. Curriculum – Dr. Tom Trendowski

- a. [Course changes Health and Physical Education](#) **ACTION ITEM**
The proposal came from the Health and Physical Education program coordinator Tom Trendowski and Jonathon Ricks seconded the motion Motion passed 13.0.0.
- b. [Undergraduate EPP Pathway](#) – Community College event - Dr. Lisa Mitchell
 - i. There's a shared google sheet with the past AA/AS pathways for each program, please update and meet with Lisa for any assistance in transitioning to the new Associate in Arts in Teacher Preparation or Associate in Science in Teacher Preparation.
 - ii. Community college partners on campus tomorrow and we will continue regularly scheduled virtual meetings

IV. CAEP – Dr. Mabel Rivera

- a. CAEP Updates
 - i. Spring 2023 Cohort Meeting
 - 1. The CAEP team attended the CAEP 2023 Cohort Meeting with Malina Monaco
 - ii. Formative Feedback Report
 - 1. The FFR arrived this week and Mabel shared an example of the notes, questions for clarification and interviews that will be scheduled as part of the virtual visit April 2-4, 2023
- b. Continuous improvement Data Form
 - i. Kudos to Art Education and MAT Special Education programs for completing the form.
 - ii. Programs reminded to add their program notes using the Continuous Improvement Form documenting the use of data for program changes
- c. Brave Educator for a Day & Recruitment (Standard 3) – *Mr. LaMorris Smith*
 - i. LaMorris shared the expansion of the recruitment team to include Dr. Diana Dubisky, Director of Teaching Fellows and Ms. Francine Cummings, Brave Scholars Program Coordinator
 - ii. The team has been busy with events in October and November, updates are included in the slides
- d. *Internship Assessments (Standard 2) - Dr. Lisa Mitchell*
 - i. Three assessments are used through Skyfactor and they will be launched for interns this Friday and Clinical Teacher on Monday. They will remain open through graduation, December 10. MAT students were reminded about the surveys in their session Tuesday evening and undergraduate interns have a session this Friday at Comtech
 - ii. *Exit Survey*
 - iii. *Student Teacher*
 - iv. *Clinical Teacher*

V. Educator Engagement and Student Success – Dr. Lisa Mitchell

- a. Dr. Leslie Locklear was out today, so Lisa shared her updates and reminded members to check for the Friday updates

- b.** [Clinical Practice Interview Results \(Additional Information\)](#)
 - c.** [Clinical Practice Celebration](#) – December 8, 2022 5 pm Thomas Hall
 - d.** [Communication Listserv](#)
 - e.** [Newsletter Updates](#)
- VI. Announcements - Council Members**
 - a.** Mabel reminded everyone of the important dates at the bottom of the agenda (below)
- VII. Adjourn**
 - a.** The meeting adjourned at 3:31pm with a motion from Roger Ladd and second by Mary Ash

Important Dates to Remember

- October 31 – PAST DUE! Complete Dispositions ASAP!!!!
- November 10 – Community College partner event on campus
- November 16 – Praxis Plus 4pm
- November 29 – Superintendents' Breakfast
- November 30 – Pre-CPAST & EDA for Spring 2023 Interns Due
- December 8 – Clinical Practice Celebration 5 pm Thomas Hall
- January 11 – CEPP 3pm
- April 2-4 – CAEP Site Visit

Minutes compiled by Ms. Kim McMillan and Dr. Lisa Mitchell, Respectfully submitted November 10, 2022