

The University of North Carolina at Pembroke
Faculty Senate Unapproved Minutes
Wednesday, December 01, 2021 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, Vela, Wells, West, Interim Provost Locklear, Chancellor Cummings.

Members Absent: Voecks

Guests: Irene Aiken, Whitney Akers, Robert Arndt, Mohammad Ashraf, Cherry Beasley, Leslie Bell, Scott Billingsley, Katina Blue, Juan Bobadilla, Ray Buehne Kirill Bumin, Joshua Busman, Marcus Burger, Tabitha Cain, Nicolette Campos, Polina Chemishanova, Dick Christy, Liz Cummings, Martin Farley, Lorry Floyd, Paul Flowers, William Gay, Jocelyn Graham, Karen Granger, Chase Green, Rita Hagevik, Jeffery Howard, Mordechai Inbari, Kelvin Jacobs, Daniel Kulmala, Victoria Kurdyla, Gary Mauk, Ottis Murray, Elizabeth Normandy, David Oxendine, Derek Oxendine, Daniel Parisian, June Power, Kristin Purvis, Amy Purser, Angela Revels, Jonathan Ricks, Jose' Rivera, John Spillan, Aaron Vandermeer, Summer Woodside.

II. Approval of Minutes: (Appendix A) – Motion by Stout to approve the Minutes from the 2021.10.06 Meeting as presented. **Approved by acclamation.**

III. Adoption of Agenda (As Revised) – Motion by Pereira to approve the amended Agenda. **Approved by acclamation.**

IV. Reports from Administration

a. **Chancellor**—Robin G. Cummings

i. Comments from the Chancellor –

1. The visits of UNC-CH Chancellor Guskiewicz and his team and East Carolina Chancellor Rogers and his team about improving collaborations, in the areas of health, businesses, education, and agriculture just ended.
2. The semester is coming to an end and UNCP maintained its normal schedule despite Covid, thanks to all students, faculty, and staff. A new variant of the virus is upon us. The general trend is for newer variants to become more contagious and less virulent.
3. About 1000 undergraduates and graduates are going to graduate at the Saturday morning ceremony and Friday night ceremony, respectively. President Peter Hans will be the speaker at the Saturday morning ceremony.
4. The Annual Lighting of Old Main was a very well-attended event. This coming Friday night it will be the Annual Holiday Extravaganza.
5. Fayetteville State University was designated an NC Promise School, the fourth in the System.
6. The Federal Government voted on the infrastructure package and that translated into 1 B dollars coming to NC. UNCP has a very generous budget. All state employees will have a 2.5% salary increase this year and another 2.5% next year. When the budget is certified and released a lump sum check with the retroactive funds from April 1, 2021, will be sent to each employee. Each monthly paycheck from thereon will be increased by 2.5% and on July 1, 2022, there will be another 2.5% increase. There is also a one-time \$1000 Covid bonus to all employees, and a one-time \$500

bonus for employees whose salary does not exceed \$75,000. Next Friday, Interim CFO Leffler will talk at the General Faculty Meeting and will confirm any details necessary, and in the January Town Hall, CFO Leffler will give all details and specifics associated with the budget. UNCP will receive 91 M dollars for the Allied Health Science Building as well as 25 M dollars in Renovation and Repair money which will benefit the older buildings on campus. Potentially UNCP could receive another sum of money to do additional renovations.

7. The Chancellor introduced Dr. Dan Kulmala in The Office of Global Engagement was introduced. Dr. Kulmala will help reinvigorate the international program and bring us a global engagement online. Dr. Cathy Lee Arcuino will assume complete control of the study abroad program. Few words from Dr. Kulmala: spent 19 years at Fort Hays State University in Kansas, 13 years of experience with online and international education, Executive Dean in China for 2 years and a year ago in Cambodia and at one time was Faculty Senate President.
8. Question from Dr. West: I heard about potential salary increases above and beyond the 5%. Can you comment on this? There is a campus-level ARP and after making allocations to the various departments we will identify an amount of money (we don't know how large) that can be dispersed across the campus as pay raise to individuals per the discretion of their supervisors.

b. Interim Provost and Vice Chancellor for Academic Affairs—Zoe Locklear

i. Comments from the Provost:

1. Remind everyone of commencement. Expect 360 graduate students, and 607 undergraduates to commence. This year due to space limitations we are asking 50 faculty members to attend on Friday and 100 on Saturday.
2. School of Business preparing for their national reaccreditation in the fall of 2022. School of Education will undergo national and state reaccreditation in the spring of 2023.
3. The teaching fellows' application is now open, and recruitment is underway to recruit students into that program who were interested in majoring in special education and all STEM areas. Please send any students that you know are interested in teaching fellows to the school of education.
4. This fall the graduate school had a high enrollment of 2055 students. Since the fall of 2017 work has been done with Academic Partnerships and the School of Business, particularly around the MBA program. This October we started working with Academic Partnerships to deliver our School Administration, Elementary Education, and Special Education graduate programs, as online programs. We have plans to launch in the spring semester the Master of Public Administration and deliver those programs starting in fall 2022.
5. The committees for the Deans' searches for the School of Business and the College of Health Sciences along with the search firm have released the descriptions to conduct a national search. The new Deans will join us in the summer of 2022.
6. A faculty nomination to the Governor James Holshouser Jr. Award for Excellence in Public Service Award has been submitted to the UNC system office. In the next two weeks, the final selection for the Board of Governors Teaching Award will be submitted.

7. The Master of Occupational Therapy, the Bachelor's in Cybersecurity, and the Doctorate in Nursing Practice is expected to start in the fall of 2002.
8. Fall intersession starts December 11, 2021, with 614 (608 undergrads and 6 grads) registered for fall 3. There are 1 graduate and 66 undergraduate courses being offered.
9. In the area of personnel changes, Tony Lewis is serving as Interim Director for the Office of Admissions and Scott Billingsley is serving as the Interim AVC for Enrollment Management. No questions.

V. Reports of Committees

a. Operations Committees

- i. Executive Committee – Dr. Joe West
 1. Introductory Comments: Vote your conscience on any votes that are coming from governance.
 2. Faculty Senate Chair and Secretary Elections take place at our next Faculty Senate meeting - Elections will occur in the first Faculty Senate meeting in February. Next year's chair will receive a \$4000 stipend and a 2/2 release time, and the Secretary will receive a \$1500 stipend and 1/1 release time. The current Chair and Secretary will offer support to the newly elected officers. A Senator raised a question about when exactly is the General Faculty meeting and when is the first Faculty Senate meeting of the spring semester? General Faculty Meeting is Friday, December 10 at 1:30 pm and it will be held on WebEx space of Dr. Joe West. The first Faculty Senate meeting is in February 2022.
- ii. Committee on Committees & Elections – Dr. Tara Busch
 1. Roger Ladd elected to the Faculty Grievance Committee – The election will be running in the Spring of 2022 to fulfill the Oversight of the Faculty Handbook committee vacancy.
- iii. Committee on Faculty Governance – Dr. Carla Rokes – Dr. Vandermeer speaking for Dr. Rokes: The committee is working on clarifying the Senate Advisory Role on the Handbook and recommending that the Senate is a Policy-Recommendation Body and not a Policy-Making Body. The committee is reviewing the recent release of the social media policy draft, looking at Senate Chairs' terms and qualifications, Chair Pro Tempore, Executive Committee membership, and reviewing Senate representation.
 1. **Vote Required:** Abstention Vote Clarification: FGC proposes the following Abstention Vote Change to the Faculty Senate Constitution and bylaws -Article II Section 4B [FGC vote: 9-0-0]: "A simple majority of "yes" votes shall be sufficient for approval of proposals, excepting votes requiring a higher threshold of approval by Robert's Rules of Order. Abstentions do not count against a quorum. Abstentions do not count as 'yes' or 'no' votes." – A Senator wanted to clarify Robert's Rules and said: "abstentions will not be subtracted to suddenly say, we don't have a quorum;" Robert's Rules has a clearer sentence than says "abstentions do not count against a quorum." Dr. Vandermeer continued with the clarification by saying that "we need to count 'yes' and 'no' votes but we do not need to count abstention votes." However, the secretary needs to continuously monitor if a quorum exists throughout the meeting. Dr. West stated using different words that "the number of qualified individuals in the room [15 (5/8) out of 24 in the Senate] is what counts against the quorum [quorum does not include Ex-officio members (Provost and Chancellor) although they are voting members] not how anyone votes."

The proposed clarification would be added to the end of Section 4B of the Faculty Handbook Senate Constitution. Dr. Vandermeer explained that by Robert's Rules if there is one 'yes' vote and 25 'abstentions' the proposal passes by a simple majority. The Chancellor added at this point that, would such case be in front of him he would take that into consideration. Dr. Vandermeer was pleased with the words of the Chancellor and added that indeed the Faculty Governance intention was that the Chancellor would take that into consideration, and he asked that Senators vote 'no' if they are unsure, rather than abstain. We are following the newly revised Robert's Rules, and this constitutes a clarification. Dr. West added that our Faculty Handbook specifies that when the Chancellor denies a proposal coming from the Faculty Senate, the expectation is that an explanation is given at the next Faculty Senate meeting. The Chancellor will have an opportunity to explain why he treated any policy item or motion the way that he treated it. **Approved by acclamation.**

2. **Vote Required** Proposed Changes to FERS – Add Digital Portfolio Administrator and change qualifications of senate-appointed members; FGC proposed the following revision to the Faculty Handbook [FGC vote: 9-0-0]:
 - a. Current Language: "The Faculty Evaluation Review Subcommittee- The subcommittee shall consist of seven members. Each division will be represented on the subcommittee, and there will be one at-large member. At least two of the faculty appointed each year must be tenured. The At-Large member must come from a department not already represented."
 - b. Suggested Language: "The Faculty Evaluation Review Subcommittee- The subcommittee shall Consist of eight members. Each division will be represented on the subcommittee, plus one at-large faculty member and one digital portfolio administrator as appointed by the provost. Among senate-appointed members, no department may be represented more than once and at least four must hold tenure." Dr. Vandermeer explanation: We have moved to digital portfolios namely Interfolio and given that the software has implications on efficiency, governance feels that the FERS committee needs the advice of an Interfolio administrator appointed by the provost, changing the membership from 7 to 8 members, 7 of which are Faculty Senate appointed. Currently, among the 7 FERS members, the requirements are that only 2 members are tenured, and Governance wishes to move that to 4 tenured members reason being, that FERS needs the expertise of members that have been through many types of evaluation but also a diverse committee that includes lecturers, tenure-track, etc. A Senator asked if there is currently an indication that there is not enough expertise in FERS? Dr. Vandermeer explained that several FERS' chairs including himself have reported that there is not enough expertise in the different types of evaluation becoming a chair heavy committee. This change will occur on pages 28 and 29 of the Faculty Handbook. **Approved by acclamation.**
3. **Vote Required:** Specify voting privileges of ex-officio member of the Faculty Senate: FGC proposes the following statement be added to the

Faculty Senate Constitutions and bylaws [FGC vote: 6-2-1]: “Ex-officio members of the Faculty Senate and all committees and subcommittees under its jurisdiction shall have voting privileges, except where otherwise specified.” Dr. Vandermeer explained that ex-officio means a person who holds membership on a committee because of the office or the position that they hold. Robert’s Rules does not specify the voting rights of ex-officials in one way or another, that’s to be done in the bylaws. Governance would like to specify that all ex-officio members of committees should get a vote on the committee unless otherwise specified. **Approved by acclamation.**

- iv. Committee on the Oversight of the Faculty Handbook – Chair Holden Hansen
 - 1. No Report.

b. **Standing Committees**

- i. Academic Affairs Committee – Dr. Robin Snead

- 1. **Vote Required:** Chemistry Minor Update – The Chemistry & Physics department would like to create a minor in Chemistry. **Approved by acclamation.**

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

- 1. **Vote Required:** Committee recommends that candidates for Tenure and Promotion not include all self-evaluations in the packet since the candidate must include a summary self-evaluation. Additional materials may be requested as needed. See Appendix B. (Joe’s “Friendly” amendment in red). Dr. Charlton explained that when we submit our portfolios for promotion in tenure, it has been traditional to submit our annual self-evaluations even though it is not required in the Faculty Handbook just the Summary Self-Evaluations report. With the current use of Portfolio with Interfolio, it became evident that self-evaluations were listed as optional. Today’s motion is to clarify the need for annual self-evaluations. The evaluating committee can ask for additional material. We want to clarify that people do not need to include their annual self-evaluations upfront. **Approved by acclamation.**

- 2. Motion: To approve recommended changes in Appendix B made by Nathan Thomas, second by Gaye Acikdilli; Approved by acclamation: 9-0-0.

- iii. Student Affairs & Campus Life Committee –Dr. Renee Lamphere

- 1. No Report.

- iv. Academic Information Technology Committee – Dr. Roland Stout

- 1. No Report.

- v. Budget Advisory Committee - Dr. Sherry Edwards

- 1. Charles Leffler (Interim CFO) will schedule sessions in January to discuss the budget with the faculty. Dr. West reported that as the Chancellor mentioned earlier in his report our CFO will schedule meetings in January to discuss the new budget with the Faculty.

- 2. The Budget Advisory Committee will send out a survey for faculty to include topics that they feel might be important to cover. Dr. West reported that the budget advisory committee will be sending a survey for faculty to include topics that they feel might be important for the budget advisory committee to cover.

- VI. **Faculty Assembly Updates** (Appendix C) – No questions
- VII. **Graduate Council** (Appendix D) – No questions
- VIII. **Other Committees**

- a. SEI Special Committee (Dr. Ottis Murray) – In his brief update, Dr. Murray stated that the committee has met twice and has already completed a literature review, requested student evaluations of instruction from peer institutions, and from the other 3 NC Promise institutions. Several issues have been identified such as subjectivity, response rates, inherited bias, the complexity of having only one instrument that will fit to evaluate an introductory course versus a course in the major. Another thing to consider is educating students as to their role in this process because SEIs are not an option but a necessity. Dr. Murray showed concern that 1. there is no representation on the committee from the graduate school even though the graduate student enrollment is 2000+ and 2. the committee is uncertain if one instrument will suffice for undergraduate and graduate evaluations. The special committee is hoping to have a draft for the Executive committee by March, the very earliest. In response to one of the concerns, Dr. West suggested that Dr. Murray would contact Dr. Aiken to send a graduate representative to the special committee. Dr. Murray added that the committee has a technology representative (Gene Deese) to help eliminate systemic issues (Ex: preventing students that drop the course to evaluate that course).
- b. CEPP October approved Minutes (Appendix E) – No questions
- c. Faculty Research Advisory Board Updates (Dr. Steven Singletary, Chair) - Dr. West reported that the Colloquium series is in progress and that the spring semester is filled with colloquial presentations. The hope is that there will be a great turnout with respect to attendance by Faculty at these colloquial series in the spring semester.

IX. Unfinished Business - none

X. New Business - none

XI. For the Good of the Order

- a. Vice Chancellor for Student Affairs, Dr. Jeff Howard. Dr. West announced that he asked VC Howard to talk about a major change coming for the fall 2022. Dr. Howard announced the plans to move from a one-year residency requirement for first-year students to a two-year residency requirement. Freshmen and sophomores would be required to stay in on-campus housing during their first two years. A detailed policy and procedure in a two-page document will be sent to Dr. West to share with the Senate after today's meeting. The document has been developed by housing residence life in conjunction with marketing and communication and mentions many of the reasons why we are moving in this direction. Talking points about the benefits of on-campus living, the protection it provides, being steps away from food, dining, and all other resources (including Faculty), having the campus experience and overcoming the costs of off-campus living, results in increased retention benefits, are all described in the above document. Living on campus and having the housing cost considered by financial aid is a positive aspect. Having been through covid we know that the online experience is much different, especially for those younger first- and second-year students. The new requirement is a 20-mile radius from the UNCP campus which means that first-year students would be required to live on-campus if they did not meet that 20-mile radius, or they would have to submit a waiver asking for an exemption. Those exemptions would be granted, for those that are married, have children, have family that requires additional homecare, and some other extenuating circumstances. That 20-mile radius captures most but not all of Robeson county and it includes partial cities such as Raeford. There is an official map that counts the 20-mile radius from the campus address. In conclusion, being on campus plays a bigger role in the campus experience, retention, the success, and that is the underlying reason for the change in the residency requirement. We are months away from this being implemented and only students entering in fall 2022 will be affected. We are aware that there is competition with off-campus housing, and the plan is for us to invest time, energy, and money to upgrade all our facilities. A senator asked if the other

schools in the UNC System are doing this requirement as a common procedure and Dr. Howard replied that not all schools are doing it, but UNCP benchmarked institutional peers and several schools in the UNC system that have first- and second-year requirements. Some of the schools that only have the first-year requirement indicated that they are also looking at expanding it to the two years. In other words, this is not an uncommon procedure, is the wave of the future as the focus on student retention and success has become front and center on our campuses and part of our funding models. Another concern brought up by another Senator alluded to housing availability for those that are required to be on campus vs those that want to be on campus. Dr. Howard replied that now there is enough housing and that perhaps in a few years we may get to the point that expanding housing is necessary. One other Senator brought up a concern between the fact that Fayetteville State, which has been designated as an NC Promise school, and the new requirement might act as a deterrent. Dr. Howard commented that when the cabinet approved this new requirement in Jan 2021, FSU was not on the radar and now it is. FSU is one of those schools that had one year and now want to move into a two-year residency requirement. A Senator stated that room and board is the greater expense for a college student therefore, are there any concerns that requiring a second year of residency is going to depreciate the number of our incoming students, considering that living off-campus is significantly less expensive than living on-campus? And are there any concerns that students will choose to go to a different university or go to a community college to circumvent the residency requirement? Dr. Howard replied that all those scenarios were considered. UNCP is one of the few universities in the country that have a homeless shelter for students, making us a bit different from other universities in economically depressed areas. When students come from financial difficulty, being on campus means that they have a stable place to live, and they have access to food every day. They will not need a part-time job to fund their living expenses because the necessities are taken care of for the entire semester. Friends and neighbors in our community are not going to be able to do some of the things that we will do on campus; we will not evict the student who loses a job we will take care of them for that semester. Students can stay in housing over the break, they don't need transportation to get around campus. We need to make sure that our students have everything they need at their fingertips. There will be some concern about the financial piece, and that is why we work closely with financial aid. There is money available to support the cost of attendance and that includes the cost of living on-campus as well as the cost of a meal plan. There is a certain level of unknown but soon enough, we will have housing applications and waivers and if necessary, we will adjust down the road. We do not want to impact our enrollment negatively in any way we want to positively impact enrollment and retention and matriculation of those students. Dr. West stated that one of the ways that one determines the effects of a policy is to do a pre-imposed policy discontinuity analysis, essentially, one looks at data pre-imposed policy at several institutions that have implemented that policy to determine what the trade-off is between student headcount versus the additional revenue generated by requiring a two-year residency. Was any analysis, statistical or influential conducted to determine what other institutions experienced, Dr. West asked? The answer was that benchmarking with other institutions and within the professional associations was done and that all data suggested that living on campus has a positive impact on student retention. Institutions that have implemented residency requirements, whether for one year or two, up to three or four years have not had negative impacts on retention or enrollment. Dr. West showed interest in seeing the benchmarking information. Dr. West continued by mentioning that in the talking points he noticed an increase in revenue for the University was not mentioned. Do we expect this to be a revenue generator for the university? Dr. Howard replied by saying that housing is an

independent auxiliary and as such the money does not impact the University, and by the same token housing does not get any money from the University, they are both self-sustaining. Potentially, increasing occupancy will certainly bring in additional money (more students, more money) but there will also be more costs for maintenance due to the wear and tear on the spaces. Any housing extra money is folded back into the space itself, so it goes into recarpeting repainting replacing the furniture. Dr. West asked: is housing allowed to have a positive balance sheet? Yes, they can, and they are expected to because they need to set aside money for long-term renovations and repairs. Housing expects to spend several million dollars in the coming months in village apartments, in preparation for the fall, to bring those facilities up to date and to be able to compete with newer facilities that are neighboring our campus.

XII. Announcements - Music Department's Holiday Extravaganza is Friday at 7:30 PM in GPAC. Dr. West's wife is going to play an oboe solo at this event. This is a fundraiser for music scholarships. Tickets are \$15 for adults (non-students). Please consider coming (and bring friends). Dr. Tara Busch showed her one-week-old baby, Atlas, to the Faculty Senate. Dr. West extended his appreciation to Dr. Busch for her continuing participation in the Senate activities while having a baby.

XIII. Adjournment – Dr. Busch make a motion to adjourn the meeting. The meeting was adjourned at 5:03 PM.