

The University of North Carolina at Pembroke
Faculty Senate Minutes
Wednesday, October 06, 2021 at 1530
<https://uncp.webex.com/meet/joe.west>

Joe West, Chair
Maria Pereira, Secretary

Order of Business

I. Roll Call

Members Present: Altman, Anderson, Bahhouth, Bush, Charlton, Goins, Grimes, Hansen, Hummer, Jones-Locklear, Lamphere, Lillis, C Locklear, Neal, Pereira, Robinson, Schaub, Snead, Stout, Thomas, Vela, Voecks, Wells, West, Chancellor Cummings, Interim Provost Locklear

Members Absent: None

Guests: Irene Aiken, Ashley Allen, Katina Blue, Juan Bobadilla, Melissa Buice, Tabitha Cain, Polina Chemishanova, Liz Cummings, Lory Floyd, William Gay, Jocelyn Graham, Elizabeth Normandy, Derek Oxendine, Kevin Pait, Jodi Phelps, Melissa Schaub, Aaron Vandermeer, Lois Williams

II. Approval of Minutes: (Appendix A) - The Minutes from the 2021.09.01 meeting were approved by acclamation

III. Adoption of Agenda – Motion by Dr. Stout to adopt the amended Agenda. The Agenda was approved by acclamation as amended

IV. Reports from Administration

a. Chancellor—Robin G. Cummings

1. Comments from the Chancellor

- i. Campus: Chancellor Cummings commented that the semester is going well, and that faculty and students are looking forward to fall break.
- ii. COVID: The Chancellor reported that all Covid models held through. There is a mild concern for a new variant. There is now a promising pill for the treatment of covid. UNCP dashboard showed a decrease from 15 down to 8 students with covid. Isolation and quarantine rooms were not used. Chancellor Cummings gave credit to the students and their behavior. Most likely herd immunity at work is also a contributory factor to the good report on covid declining numbers.
- iii. Budget: The budget is in the hands of the speaker of the house. The governor's office is involved which is unusual when compared to past years but good news. We have not had a new budget since 2018. The new budget is very generous and includes a 2% raise per year, for over two years, for all state employees including those of the UNC System. UNCP has the potential to get the \$9.1M for the new science building and a significant amount of money for renovation and repairs. The Chancellor expects a decision later in the week or in the week after. In the past, the budget would come out in the first 2 weeks of July.
- iv. School of Business: Chancellor Cummings reported that the move will occur over Christmas and spring 2022 classes will start in the new building.

- v. Land Acknowledgment: It has become common for universities to have a Land Acknowledgment, acknowledging the role of the Indigenous peoples who inhabited the land where the Universities are presently seated upon. SGA put forward a Land Acknowledgment for UNCP which was voted on by the Board of Trustees in a ceremony that will take place Thursday (10.07.2021). In the ceremony, the Chancellor will read: “*North Carolina is home to eight federally or state-recognized tribes: Coharie, Eastern Band of Cherokee, Haliwa-Saponi, Lumbee, Meherrin, Occaneechi Band of the Saponi Nation, Sappony and Waccamaw Siouan. The University of North Carolina at Pembroke respectfully acknowledges that the lands within and surrounding present-day Robeson County are the traditional homelands and gathering places of many Indigenous peoples—notably the Lumbee. We share an ongoing responsibility to safeguard these lands and to respect the sovereignty of the Lumbee Tribe of North Carolina. UNC Pembroke honors all Indigenous elders—past, present and emerging—who have been and remain an integral part of the history and culture of this region.*” Chancellor Cummings proceed by announcing that from now on the commencement program and other University documents will include this acknowledgment. Appreciation was extended to SGA, Trustees all others that worked on this acknowledgment.
- vi. In *memoriam*: The Chancellor extended his appreciation to the Trustees for voting to rename West Hall as the *Joseph B. Oxendine* administrative building. Dr. J. B. Oxendine served from 1989 to 1999 and his greatest achievement was renaming the University from *Pembroke State* to the *University of North Carolina at Pembroke*. Among many other achievements, Dr. J. B. Oxendine was instrumental in the adoption of the current athletic logo and classifying the University into a Comprehensive 2 institution. Dr. J. B. Oxendine passed away a few months ago at age of 90. A future announcement will come to officially open the Joseph B. Oxendine administrative building. Likewise, Dr. Charles Jenkins was honored as chancellor emeritus; previously he had received faculty emeritus status. Dr. Jenkins spent 50 years in Pembroke in a variety of positions including Provost and Vice-Chancellor for Academic Affairs.
- vii. Provost search: The Chancellor reported that the Provost search is ongoing and is chaired by Dr. Gay. The committee has been formed; the search firm has been located and selected.
- viii. Administration changes: Chancellor Cummings reported that Ms. Virginia Teachey is moving to other areas in her career and Mr. Charles Leffler will be serving as interim Vice Chancellor for Finance and Administration. Mr. Leffler has over 30 years of experience in the University system. A search for a new VC is set in place, the committee chaired by Mr. Dick Christie has been selected, and their first meeting will be next week.
- ix. Masks: The Chancellor informed the Senate that the issue of masks within buildings will be revisited in the next week or two. The faculty is asked to weigh in and report their sentiment and experiences.
- x. Questions: A member of the Senate asked the Chancellor if there was any concern that we were going to have confusion among the students with the

two Oxendine buildings, namely the Oxendine Science Building and the Oxendine Administrative Building? The Chancellor replied that, that issue had been discussed in detail and that the goal was to come up with a reference that would make it clear between the two Oxendine buildings. The Chancellor reassured the Senate that the issue had been proactively addressed and likely a confusing situation would be prevented. Another member of the Senate added to the initial concern stating that currently there is already confusion among students, especially at the beginning of the semester, between the two existing science buildings. The Oxendine Science Building carries the abbreviation SCI for classrooms and the Health Science is HSCI. It appears that it is necessary to get 3 completely different abbreviations for those 3 buildings. The Chancellor agreed and passed the task to the interim Provost, Dr. Locklear.

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

1. Comments from the Provost

- i. College of Health Sciences: Dr. Cherry Beasley agreed to serve as interim Dean for the College of Health Sciences for the remainder of the academic year.
- ii. Searches: The searches for the Dean of the School of Businesses (chaired by Dr. Martin Mayer) and for the Dean of the College of Health Sciences (chaired by Dr. Loury Floyd), continue.
- iii. New degrees: The system office approved the letters of intent to establish a bachelor's degree in Cybersecurity and a master's degree in Occupational Therapy. The next phase is to develop the documents for the establishment of those degrees. The proposal for the Doctor's degree in Nursing Practitioner has moved to the next level (a presentation to the UNC Graduate Council). Approval has been received to offer a master's degree in Nursing and a master's degree in Reading Education, both completely online. Previously, the master's degree in School Administration and the master's degree in Social Work, both completely online, had also been approved. During the recent Board of Trustees meeting, approval was given to establish an endowed professorship in nursing in the McKenzie-Elliott School of Nursing based on a \$250,000 gift to the University from the Robert L. and Zucker family and an in-kind match of another \$250,000 from the state.
- iv. Awards: The awards processes, particularly professor emeritus policy has been edited and revised by the Awards Committee, the Board of Trustees, and others. Individual(s) need(s) to be identified that will submit their portfolios for the Service Award and for The Board of Governors' Award for Excellence in Teaching, both due in December.
- v. ICC Council: Provost Locklear extended her appreciation to all those serving in the ICC Council which should be launched next week.
- vi. Enrollment: Ms. Lois Williams reported that the fall 3 semester is part of the fall semester, and it will be offered from December 9 to 30, therefore, helping with enrollment numbers and dollars. There will be over 43 undergraduate and no graduate courses offered. It is 4 credit max and a minimum of 9 students for the class to make it.

V. Reports of Committees

a. Operations Committees

1. Executive Committee – Dr. Joe West

- i. Welcome to our new Senator, Dr. Timothy Anderson – Dr. Joe West thanked Dr. Anderson for serving in the Senate in the NSM division for the current AY.
- ii. Special Committee on Student Evaluation of Instruction update - The committee is charged with changing the instruments used for student evaluation of instruction, and the procedures as outlined in the Faculty Handbook. During the first meeting, Dr. West charged the committee to find a chair (Dr. Ottis Murray), a secretary (Dr. Melissa Buice), and to define their subcommittees. The next meeting is on 10/28/2021 at 3:30 PM. Meetings will be announced, and Agendas and Minutes will be available.

2. Committee on Committees & Elections – Dr. Tara Busch

- i. CC & E ran several elections, and the following individuals were elected:
Faculty Senate NSM (Term: Immediately-2022), Timothy Anderson

Overview of the Faculty Handbook

LETT (Term: Immediately-2023), Cynthia Miecznikowski (Associate Professor-English)

ARTS (Term: Immediately-2024), Holden Hansen (Professor-Theater)

EDUC (Term: Immediately-2024), Olivia Oxendine (Associate Professor-School of Education)

NSM (Term: Immediately-2023), Leonard Holmes (Associate Professor of Chemistry)

Faculty Awards Committee

NSM (Term: Immediately-2023), Prashanth BusiReddyGari (Mathematics and Computer Science)

ARTS (Term: Immediately-2023), Rebecca Loar (Music)

At-Large (Term: Immediately-2022), Tracy Vargas (Sociology/Criminal Justice)

- ii. We will be starting elections for divisional senators in the first week of October – Dr. Bush informed the Senate that there are few nominations and, she requested help from the Senators in finding more individuals willing to serve.

3. Committee on Faculty Governance – Dr. Carla Rokes

- i. Comments from Dr. Vandermeer for Dr. Rokes - FGC is working on several issues at once: 1- FGC is looking for a permanent solution for the Rules of Order. FGC has already met with the General Counsel, and they are going to check with other Senates in the system of their Rules of Order. The committee questions if the Senate is indeed a policy-making body. Currently, the Senate recommends policy, which must be approved by the Chancellor but, the Senate does not have the power to override a veto and the concern is that such procedure seems to repress the sentiment necessary to a good debate; 2 - FGC is looking at the possibility of restructuring the Senate in a way that would make the Senate more agile where the seats would be assigned to departments rather than divisions. The advantages are that departments will elect their own representatives and alternates correcting the current policy which punishes those that are on leave (medical, family, or academic). Another advantage would be to alleviate some of the CCE burdens. FGC envisions that departments will not be obligated to fill their seats and in the case that they wouldn't, that seat would

be replaced with an at-large member. It is the committee's hope that this new structure would allow for much better communication between the senate and the departments. Currently, there are 24 elected seats and not all departments are represented (some depts have never been represented in the Senate). The new Senate structure would hold 32 seats as opposed to the current 26. The committee also considered post covid meetings and concluded that there are rooms at the University that will seat 32 members. Plans are being made to bring the Senate restructured plan to the Senate by its March meeting for discussion, to be voted on at the April meeting. It will require 2/3 approval as opposed to a simple majority and then it would go to the General Faculty for approval as it is a constitutional change. The Governance Committee has approved these changes unanimously; 3 - FGC is working on specifying the language in the Faculty Handbook with respect to the voting privileges of ex-officio members. Currently, it is specified that the Provost and Chancellor are voting members of the Faculty Senate but there is no specification for voting procedures in the Senate Committees and Subcommittees. They are looking at specifying that all ex-officio members have voting privileges except where otherwise noted; 4 - FGC is considering what exactly is required to pass a vote especially if there are many abstentions. The language that has been considered should be specific and require a minimum of yay votes that will represent a simple majority of a quorum. For example, a quorum in the senate is 15 elected members and so a simple majority of 15 would be 8 required yay votes to pass an item.

4. Committee on the Oversight of the Faculty Handbook – Chair Mr. Holden Hansen
 - i. No Report

b. Standing Committees

1. Academic Affairs Committee – Dr. Robin Snead
 - i. Curriculum changes (Appendix B) – Appendix B was projected on the screen and Dr. Snead informed the Senate of the curriculum changes.
 - ii. Curriculum deadlines (Appendix C) – Appendix C was projected on the screen and Dr. Snead highlighted the curriculum deadlines for the 2022-2023 academic catalog. As a reply to a question raised Dr. Snead clarified that the deadlines listed in Appendix C, are the deadlines for the proposal to be launched in the curriculog software. Dr. Snead encouraged departments with any specific questions about how to handle proposals to contact her directly. Regarding ICC proposals, it is expected that these proposals will follow the same deadlines as the writing-intensive courses. Dr. Snead will be present at the first ICC meeting to help the council find the best day of the week and month to hold their meetings to work smoothly with the curriculum cycle.
2. Faculty & Institutional Affairs Committee – Dr. Kelly Charlton
 - i. No Report
3. Student Affairs & Campus Life Committee –Dr. Renee Lamphere - Dr. Lamphere reported that some of the issues that the committee is working on are from last year and some are new to this year.
 - i. Student name changes in Banner and Canvas - The committee is looking into name changes in Banner. This issue was originally brought up to SACL by transgender students who continued to be called by their dead names. Presently, first names have been changed but middle names remain unchanged and causing problems.

- ii. Registration time slots – The midnight registration for classes is requiring students to wake up in the middle of the night to register for classes. For classes that are very competitive, there is a high chance that the student will not get in the class if they wait to register the next morning. There are pros and cons with any times that are being considerate, but the committee is thinking about registration starting about 8 or 9 PM. Conversations are going on with the Registrar’s office to look at the feasibility of these changes.
 - iii. Need for more gender-neutral bathrooms on campus - Students looking for gender-neutral bathrooms are having difficulty finding one. The office of Diversity and Inclusion has sent a list of potential bathrooms on campus that can be easily changed to gender-neutral just by changing signage. Plans are being made to address this situation with Facilities and others and soon have a solution for this situation.
4. Academic Information Technology Committee – Dr. Roland Stout
 - i. No Report
 5. Budget Advisory Committee - Dr. Cherry Edwards – Absent; Dr. Joe West Reported
 - i. State budget still not passed-- \$130 million for UNCP in current bill may not pass until December.
 - ii. Nov. 24 anticipated date of new SOB building completion.
 - iii. Small remodel in UC upcoming
 - iv. Wellons and Jacobs to be demolished in summer of 2022
 - v. UNC to move to “all-funds budget” ncspin.com/unc-moves-to-an-all-funds-budget for the budget year 2023 – Dr. West encourages faculty members to examine the above link and become familiar with the “all-funds budget.” The budget is organized around departments’ objectives and goals. Dr. West will invite Mr. Charles Leffler to speak to the Senate about the all-funds budget.
 - vi. About 5 million of Covid funds have been disbursed. Money has to be spent by May 2022. Faculty Senate proposed some spending on IT projects – The Senate proposed that about \$6M of Covid funds be used for upgrading classrooms’ technology. The status will be determined by the end of the current week.
 - vii. BAC chair will reach out to the interim VC Charles Leffler and share basic information about the committee – Dr. Tara Bush has informed Mr. Leffler about BAC and Mr. Leffler’s integration into the Faculty Senate structure looks seemly.

VI. Faculty Assembly Updates – No updates for this month. The next meeting is on 10.15.2021.

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

VIII. Other Committees

- a. CEPP April approved minutes (Appendix E) and May approved minutes (Appendix F)

IX. Unfinished Business - None

X. New Business – Item brought by a Faculty Senate member - The English dept, specifically the Composition program is observing a troublesome student pattern. At first, it appeared to be a “pandemic-learning loss,” but it looks more like a “pandemic-maturity loss” where behaviors such as not showing up to class and not turning in assignments are seen in a high percentage. Instructors report that 50% + of their students in Composition (ENG 1050) are at risk of failing this semester. Students themselves have shared with the faculty that the ‘disruptive’ or simply not ‘showing up’ behaviors are also happening in other classes. The Faculty Senate member wondered if this situation is unique ENG 1050 (where there is a high concentration of freshmen) or if it is more

widespread. The concern is that with high FDW rates at the end of this semester, student evaluations of instruction are going to fault the instructors, leaving Faculty members in Lecturer positions in a vulnerable light. Students in higher-level classes seem to have more 'life issues' this semester and that is to be expected. Another member of the Senate commented that their observations were slightly different in that, their freshmen class was performing a little better than sophomores. Yet another Faculty Senate member refers to the "I am not going to do anything" phenomenon as one that has never been seen before in 27 years of teaching experience. A Senator that teaches in the graduate school, reported seeing this same behavior in the fall of 2020 in a graduate class where the students seemed more needy and unwilling to think for themselves than usual. This faculty member added that 50% of the class felt that, if they were asked to think for themselves it would create unusual stress. When FDW rates were compared between the fall 2019 and 2020 those were virtually identical. Another Faculty member from the NSM division reported seeing the same exact behavior in their freshmen classes and reported feeling at loss not knowing exactly what to do. A comment added to the current discussion states that the faculty members know how to teach and how to make the material understandable but, the faculty do not know how to make students come to class or how to make students submit their assignments on time. A faculty member from the SBS division reported that some students seem to be very happy to be back face-to-face; they are engaged, and they want their instructors to be proud of them. The ones that are not coming to class or are consistently tardy, don't seem to care one way or the other. Such students know that they are in the wrong and they promise to do better in the future but indeed their behavior doesn't change as time passes. Faculty members that get together on a regular basis often report that this behavior is not unique to today's day and perhaps just seems that way because we are coming from a hybrid and online environment back to a face-to-face environment. Dr. Derek Oxendine for the Center of Student Success was in the meeting and addressed the concerns being discussed. He informed the Senate that the Center for Student Success did a progress report campaign earlier in the semester and 5300 progress reports were sent out asking faculty for feedback. Although those reports were sent out very early in the semester, of the 18% response rate, only 120 students were marked as at-risk. Dr. D. Oxendine continued by informing the Senate that the Center for Student Success is starting to hear from across campus, especially from the CARE team and case managers that a lot of this troublesome behavior is due to mental health attributed to the past 4-5 years with a history of two hurricanes (2016 and 2018), and covid in 2020. In the words of Dr. D. Oxendine, some of what we are seeing is a product of all these life events. The above-mentioned progress reports were a proactive measure implemented this year for freshmen and for our current students on academic probation. A suggestion was given to Dr. D. Oxendine that the messaging accompanying the progress reports should strongly indicate that the instructor only needs to write about the students that are at risk and need some intervention. Dr. D. Oxendine agreed to follow the above-mentioned suggestions. He also informed the Senate that they learned that the EAB has a way of doing multiple progress reports at one time. If there are multiple students that have the same issue the instructor only needs to do one submission. Midterm grades are due October 18, and the new progress reports will be sent out around that date. Dr. West will place Dr. D. Oxendine on the next Faculty Senate Agenda so he can report on the results of the progress reports. Dr. West also volunteered to help Dr. Oxendine by contacting instructors in hopes to increase the rather low 18% response rate. Another Faculty Senate member stated that he stopped sending hawk alerts on the students because he never received any feedback as to what was happening with those students. The faculty Senate member also stated never noticing any difference in the student's behavior after the alert was sent out. At the most, an email was received by the Faculty member issuing the alert 2-3 months after the hawk alert was sent out stating that the issue had been resolved, leaving the faculty member not

knowing what exactly had been done with these at-risk students. To that concern, Dr. D. Oxendine stated that the company that handles hawk alerts, and not UNCP, two years ago decided to stop keeping in contact with the person that created the alert, most likely as a product of customer feedback. However, EAB is getting recommendations from a lot of universities to turn that feature back on. Provost Locklear commented that the Office of Academic Affairs is in full support of turning such a feature back on. Presently, there is no way for EAB to push information out automatically, therefore, the Center for Student Success is working on a document to give the faculty step-by-step instructions on how to go in and see exactly what happened with the individual students that a hawk alerted had been sent. Dr. West reported that these items would be added to his Agenda to talk to the Chancellor on their regular one-to-one Monday meetings.

- XI. For the Good of the Order** - None
- XII. Announcements** - None
- XIII. Adjournment** - Motion by Robin Snead to adjourn. The meeting was adjourned at 4:50 PM.