# The University of North Carolina at Pembroke

**Special Meeting of the Faculty Senate Agenda: called by Chancellor Cummings**

Wednesday, July 1, 2020 at 1:00 p.m.

**Minutes Draft**

Webex Link: <https://uncp.webex.com/uncp/j.php?MTID=md7e1f88f603713d3e4fabc296361723a>

Abigail Mann, Chair

Joseph Van Hassel, Secretary Members of the Senate:

|  |  |  |
| --- | --- | --- |
| **To 2020** | **To 2021** | **To 2022** |
| **ART** Joseph Van Hassel | **ART** Mark Tollefsen | **ART** Laura Hess |
| **CHS** Jeffrey Warren | **CHS** Shenika Jones | **CHS** Tamara Savage |
| **EDN** Joe Sciulli | **EDN** David Oxendine | **EDN** Gretchen Robinson |
| **LET** Abigail Mann | **LET** Wendy Miller | **LET** Robin Snead |
| **NSM** Nathan Phillippi | **NSM** Benjamin Killian | **NSM** Bill Brandon |
| **SBS** Michael Spivey | **SBS** Jack Spillan | **SBS** Victor Bahhouth |
| **At-Large** Melissa Schaub | **At-Large** Cherry Beasley |  |
| **At-Large** Ottis Murray | **At-Large** Susan Edkins |  |
| **At-Large** Joe West | **At-Large** David Young |  |
| **Chancellor** Robin G. Cummings  **Interim Provost and Vice Chancellor for Academic Affairs** Zoe Locklear | | |

**Members Present:** Victor Bahhouth, Bill Brandon, Chancellor Cummings, Susan Edkins, Shenika Jones, Benjamin Killian, Provost Locklear, Abigail Mann, Wendy Miller, Ottis Murray, David Oxendine, Nathan Phillippi, Gretchen Robinson, Tamara Savage, Melissa Schaub, Joe Sciulli, Robin Snead, Jack Spillan, Michael Spivey, Mark Tollefsen, Joseph Van Hassel, Jeffrey Warren, Joe West, David Young

**Members Absent:** Cherry Beasley,Laura Hess

**Guests:** Irene Aiken (Graduate School), Ashley Allen (College of Arts and Sciences), Tim Anderson (Biology), Nick Arena (Business), Robert Arndt (Library), Mohammad Ashraf (Business), Tina Barr (Social Work), Brittany Bennett (Athletics), Michael Berntsen (English), Rebecca Bullard-Dillard (Chemistry), Kirill Bumin (Graduate School), Joshua Busman (Honors College), Courtney Carroll (Biology), Jose D’Arruda (Physics), Teagan Decker (Honors College), Thomas Dooling (Physics), Michelle Fazio (English), Nancy Fields (Museum), Leah Fiorentino (Kinesiology), Paul Flowers (Chemistry), Richard Gay (CAS), Mark Gogal (Chancellor’s Office), Carole Graham (Political Science and Public Administration), Karen Granger (Education), Michael Green (Sociology and Criminal Justice), Rita Hagevik (Biology), Jane Haladay (American Indian Studies), Matthew Hassett (Sociology and Criminal Justice), Scott Hicks (English), Beth Holder (University College), Mordechai Inbari (Religion), Kelvin Jacobs (General Counsel), Mary Ann Jacobs (AIS), Jennifer Jones-Locklear (Nursing), Cecilia Lara (Foreign Languages), Autumn Lauzon (English), Naomi Lifschitz-Grant (Art), Alice Kay Locklear (Social Work), Tiffany Locklear (Education), Melissa Mann (Business), Mark Milewicz (Political Science and Public Administration), Lisa Mitchell (Education), Jamie Mize (AIS), Lauren Norman (Sociology and Criminal Justice), Marianna Rader (Psychology), Myia Reyes (AIS), Jonathan Ricks (Counseling), Stanley Stratton (Philosophy), Dennis Swanson (Library), Todd Telemeco (College of Health Sciences), Nathan Thomas (Music), Sailaja Vallabha (Chemistry and Physics), Summer Woodside (Social Work), Marien Wooten (Kinesiology)

# Order of Business

1. **Meeting Called to Order at 1:02 PM.**
2. **Roll Call**
3. **Approval of Agenda – not voted on**
4. **Report from the Chancellor:** Update on Recent Events
   1. Campus Testing Protocol – plan to release next week
      * System Guidelines
        + Vetting testing companies
      * Jodi Phelps will update her notebook as information comes in
   2. Review What Happened Last Friday Afternoon
      * Definitely a low point in life and career – disappointing personally and professionally
      * Several weeks ago a student requested to hold a protest march against police brutality. Discussed with university and town – wanted to hold during busy Friday at 5:00 PM – town couldn’t accommodate this because of high traffic in Pembroke at that time
      * Compromise was to hold march on sidewalk, which does not require a permit from the town
      * Estimated 30-50 people at the most
      * Not a UNCP or SGA sanctioned event – still many UNCP faculty, staff, administrators, students involved, including Chancellor Cummings; also town citizens
      * Was concern about safety of marchers (traffic, chatter on Facebook was going downhill)
      * Police were requested to be on hand (not by marchers)
      * Marched from Jones Center parking lot on a pre-determined route, led by police
      * Chancellor is proud of how police were respectful to marchers, and helped control traffic
      * Turned right to Prospect, left on Third Street – lots of counter-protestors that were totally inappropriate – including holding weapons (legally)
      * Police did a great job of keeping the protestors and counter-protestors apart
      * Marchers continued through downtown Pembroke – speeches and prayers from local ministers; local merchants passed out water
      * Protestors circled around and headed back towards campus
      * Chancellor Cummings is proud of the marchers – kept moving rather than responding to counter-protestors
      * Much supportive sentiment from townspeople
      * End of march – congratulatory speeches, where to go from here speech
      * Thrilled that the march ended peacefully at UNCP
   3. After March
      * Chancellor Cummings has been hearing a lot from folks since then, and keeps updated on what is on social media
      * Has met with organizers, SGA leaders, NAACP President, Alumni Council President, Alumni Association President
        + Didn’t come away with specifics, but had a productive conversation
        + “Do we want a moment, or do we want momentum?” – Alumni Association President
      * Has responded to many students and parents about campus safety
      * UNCP is recognized as one of the safer UNC System campuses
      * Chancellor Cummings met with the UNCP police force after the murder of George Floyd, and reviewed techniques of force – was surprised at the lack of training
        + Met with them again after last Friday’s incident
        + Will have continued training, including cultural sensitivity and how to interact with students
      * Have held a couple of town hall meetings with returning and incoming students
      * Has met with UNCP town council
      * Meeting with SGA President, ask if willing to meet with Pembroke Town Council
      * Meeting with key community leaders later today
      * Pembroke is working on an emergency order to allow the town to say “no” to protestors looking to come in during a given amount of time; also looking to declare no weapons to be carried
        + Was passed during the time-period of the meeting
   4. Additional Thoughts
      * Wants us to resist painting people with a broad brush
        + “We did not see Pembroke on Friday” – saw hate-filled bigots
        + Every race has bigots, unfortunately
        + Please resist temptation to judge an entire group by the actions of some individuals
        + The majority of people in Pembroke are proud of UNCP and care about us
        + Unfortunately we saw the worst of the worst
          - Shocked and embarrassed a lot of the citizens of Pembroke
        + Asks to avoid the term “locals” as it marginalizes
      * Looking for momentum—how do we make a change in people’s hearts and minds?
   5. Questions
      * How, in particular, are we going to protect our black students, including a safe space for learning?
        + Working with campus police to protect students
        + Will continue to meet with students
        + Pembroke has a safe record – haven’t heard of physical altercations, so far just words
        + Working with local chamber of commerce
        + Need to have conversations and people meeting, which can go a long way
        + Will take time and effort
        + Some things faculty can do:
          - SGA disappointed that ICC proposal wasn’t passed this past year
      * Is the Office of Student Inclusion and Diversity working
        + Yes, Lawrence Locklear and others
      * Has the on-campus student demonstration policy been reviewed?
        + Looking at it currently
      * Can Unity Protests be announced?
        + Unintended consequences can be a problem – best to let emotion fade
        + Abby Mann: happy to share information as she gets it
      * Can there be another meeting before 8/5?
        + Yes
   6. Budget Discussion
      * Chancellor is concerned
      * Goal is not to lose anyone come May 2021 – being impacted by budget
      * Losing students
      * Every department has a proposal for a 5%, 10%, or 20% cut
      * Every decision made will be for what is the best for the university
      * Virginia Teachey:
        + 85% budget from state
        + 15% from on-campus
        + 13% of North Carolina citizens are unemployed
        + Consumer spending is down, but gradually going up
        + $1.64 Billion shortfall this past year
        + $2.57 Billion shortfall this coming year
        + If not face to face, will be furloughs in areas, unfortunately
        + Promise buy-down has not been 100% from state
        + Will probably take several years to recover financially
        + Will probably be hit particularly hard for the next academic year (2021-2022)
   7. Questions
      * Is there a particular number of COVID cases that will cause a pivot online?
        + Still fluid, to be determined
        + Decision will be system level
      * Furloughs in fee-funded jobs. What would we be looking at if we went online?
        + UNCP has been conservative with debt
        + Only make furloughs/lay-offs if we have to
        + Hiring freeze right now
        + 33% of auxiliary funds are salary
        + After election year, could be more “balancing of the budget”
        + We are preparing for the worst – 20% shortfall would be worst-case scenario
      * When will decision be made about classroom delivery?
        + At this point, no later than mid-July
        + A lot is dependent on what Governor does, particularly regarding Phases
        + Goal is to give everyone as much time as possible

# Report from the Provost

# Regarding last question – no later than July 15, as early as July 9 or 10

# Appreciates the hard work that everyone is doing

# Working on syllabus statements regarding face coverings, classroom management, student conduct

# Working with Human Resources on high risk faculty who have requested to work online

# Working on attendance policy, including questions from students regarding the wish for online schedules

# Another professional development opportunity from Office of Online Teaching

# Chancellor Cummings

# Masks are required on campus (with health-related exceptions)

# Questions

# Concerns for student parents regarding childcare…

# Currently discussing

# The Governor is announcing something today

# Public Schools opening announcement is being delayed

# Will impact UNCP decisions

1. **Report from Faculty Senate Chair**
   1. Resolution in response to the events of 26 June 2020 (Appendix A)
      * Added Friendly Amendment #1 from Abby
      * Added Friendly Amendment #2 from Abby
      * General Discussion:
        + Chancellor Cummings: emphasize and end resolution with positives to help students remember what UNCP does well
        + Cecilia Lara: would like to include Hispanic students and student organizations
        + Dennis Swanson: how does mentioning past events in Lumbee history strengthen the document? Potentially muddles things.
          - Abigail Mann: a rhetorical move, speaks to history that can be read as rejecting white supremacy in various ways
        + Chancellor Cummings: agrees with Dennis’s point – perhaps change to something more positive?
        + Ashley Jones-Locklear: there should be something about UNCP history and its emphasis on providing education to Indian people, which would lead towards education of other minorities
        + Melissa Schaub: there is one actual action clause in this resolution, regarding curriculum requirements. Should include black lives in this action item
        + Jennifer Jones-Locklear: want to avoid marginalizing and disenfranchising students
      * Each resolution comments:
        + Paragraph 1: no comment
        + Paragraph 2: no comment
        + Paragraph 3: language amendment
        + Paragraph 4/Statement 1: remove hyphen from “UNC-P”
        + Paragraph 4/Statement 2: no comment
        + Paragraph 4/Statement 3: no comment
        + Paragraph 4/Statement 4: language amendment
        + Paragraph 5: no comment
        + Paragraph 6: language amendment
        + Paragraph 7: no comment
        + Paragraph 8: language amendment
        + Paragraph 9: comma added
        + Paragraph 10: remove hypen
        + Paragraph 11 (friendly amendment): language amendment
   2. Leave document as is for now – unable to vote, as no longer a quorum of Faculty Senate members

# Adjournment at 3:18 PM