

UNC Faculty Assembly Meeting Summary
October 25, 2019, 8:00am - 2:00pm
UNC System Office, Spangler Boardroom, Chapel Hill, NC

Attendance: 45 Members, Prepared by Anthony Chow, PhD, FA Secretary

Chair's Report - David Green, JD, NCCU

Chair Green reported that the campus senate chairs met with Board of Governor Chair Randy Ramsey, Board of Governor Kellie Blue, and Search Committee Director Kim Strach on Thursday 10/24/19. There was clear appreciation for the differences of the 17 campuses. The search is an open process and no candidates have been identified and Interim President Roper will not apply. The importance of having faculty, staff, and student voices on the search committee was reiterated. The search committee currently is comprised of seven BOG members. The Presidential Search website is <https://www.northcarolina.edu/presidentiaalsearch>.

The minimum academic requirement for admissions is again being discussed. The Board of Trustee training recently took place in Charlotte with a strong turnout of over 150 attendees. It is a priority for each senate chair to reach out to their BOT and participate in the training of new BOT members. Educating and providing our stakeholders with good data is a collective responsibility - System President, BOG, BOT, and each campus.

By-Laws Discussion - Parliamentarian Alton Banks, PhD, NC State

Parliamentarian Banks identified five substantive changes to the Faculty Assembly Bylaws: 1) A new policy to replace delegates if they are not able to continue to serve; 2) Delegate term limits - six years consecutive is the recommended new rule; 3) In instances where there are three candidates for the same office, if a revote is necessary, the third candidate with the least number of votes will be removed from consideration; 4) When an Executive Committee member is unable to serve, a formal process for replacing that member is now in place; and 5) There will be a periodic review of the bylaws every 2 years. Delegate concerns were raised about term limits. The delegates voted that the new bylaw term-limit policy will read: *The term limits of delegates are determined by individual institutions.*

Discussion with Interim President - Bill Roper, MD

Interim President Roper reported that he is prioritizing the passage of current budgets proposals and that faculty compensation remains a priority. He will not apply for the President's position and will continue to serve until the end of June. Other priorities include ensuring that several important campus searches are completed by the end of his term. He is preparing the budget request for the next fiscal year. He wants to continue discussing with the Board of Governors (BOG) the unique mission of each institution to ensure it is properly understood. He feels it is important to move towards the future in an intentional and thoughtful way as a system and not as just individual institutions.

He also emphasized that the way for faculty to support system leadership in the discussion around salaries is targeted communication with the key legislators, especially at the committee level. He noted there are concerns around high turnover of campus leadership. Campus health and wellness needs to be a priority and the BOG is concerned about this. Interim President Roper agreed to convene a working group to address campus wellness per Chair Green's request and will ask Vice President for Student Affairs Bethany Meighan to take the lead on this effort. The group should be made up of BOG members, Staff, Faculty Assembly Members, System Staff, and campus administrators.

[Discussion with SVP Academic Affairs/Chief Academic Officer - Kimberly Van Noort, PhD](#)

Dr. van Noort reported that one of the major initiatives for the System was the Peer Institution Study. The System last looked 11 years ago and each campus will work with her office to help identify their own peer institutions, which can be difficult given differences in size, research, offerings, etc. Several algorithms will be used to generate the list and institutions will vet them and can negotiate to add others. The ideal number of peer institutions is 10-15. It is also important to not compare UNC institutions to one another because they are so different. This is a good time for the BOG to see how we compare to peer institutions. She noted that the HR dashboard is different than peer institutional data because of its focus on national data by Classification of Instructional Programs (CIP) code and they should be used in tandem.

The System currently has a strong 18-24-year-old pipeline of North Carolina students that is projected to decline by two-thirds over the next 10 years. The end result is the System has to decide how to address the shortfall: compete with one another, revisit out-of-state caps, increase distance education, adult learners, and focus more on retraining. She asked, "what are our roles in making this decision?" The System is looking at trying to determine what new students look like and are directly competing with private online universities like University of Phoenix that have high touch marketing with a lot of resources. She also noted that there is a growing movement toward looking at changing how we do business - flexible term scheduling, shorter term course, more flexibility with teaching loads, etc.

The System has been working extensively on online learning for three years and the campuses have been busy. The strategy is to build at the System level, not degrees, but rather a suite of core services that would be available to all UNC universities - technology, instructional design, software, etc. There is an absolute need to develop our online infrastructure now - can we get some money to build a hard refresh for our technology infrastructure as well as funding to faculty who are doing this? What do campuses need to scale up? LMS, software, tools in Banner, release time for developing courses?

[Student Wellness Exercise - Vice President for Student Affairs Bethany Meighen, Ed.D.](#)

Dr. Meighen has a strong team of four people. Their five pillars of student mental health and supporting a culture of wellness include: 1) Do we have adequate training for faculty, staff, and students to identify community members in distress (students, colleagues, etc.); 2) Do we have programs to support them? 3) Are we doing continuous assessment on these programs - what is the ROI? 4) Do we have policies that support wellness? Are there reentry policies? 5) Leadership - we need bold leaders that wellness is important to us; wellness is connected to student and faculty success. Chair Green noted that at the recent CAO meeting the issue of collegiality and civility of communication was raised. He agreed that there needs to be a standard and guideline and creation of this standard was referred to the Faculty Welfare committee.

[Digital Learning Interactive Session - Jim Ptaszynski, Vice President For Digital Learning and Academic Affairs Fellows, Ellen Pearson \(UNC Asheville\), Ben Powell \(Appalachian University\), and Katherine Saul \(NC State University\)](#)

VP for Digital Learning and Academic Affairs Ptaszynski reported that their three UNC System Faculty Fellows have been on a needs finding mission to assess system capabilities. They have identified three primary needs: 1) System-wide Licenses and Agreements, 2) Faculty Development, and 3) Instructional Technology. These three can be addressed using a shared services model with three main values - Efficiency and Access, Cutting Edge Online Programs, and Collaboration Across the System.

Digital Learning Fellow Powell spoke on System-Level Agreements. There are 240k users throughout the system and the four tenets behind system-wide agreements are collaboration, customization, convenience, and cost. The goal is to get a better deal and with better customization. Vendors are picking off our smaller institutions and smaller schools are often paying the same rate as larger institutions. Digital Learning Fellow Saul spoke on Instructional Technology, which was guided by three main tenets - Access, Immersion, Collaboration & Personalization. The focus is on course design and practice informed by pedagogy, access, and performance and having the capability of mapping these to different technology solutions. Examples include immersive instruction in a 3D environment using real 360 pictures; gamification of problem solving; online textbooks where you can plug in your piano and play the tutorial, etc. Another example is in curriculum development - for example, you can see the whole curriculum at a glance (Course Tune) based on mapping layers. The system can provide the instructional and immersive hardware - students will also need the technology to experience augmented reality. Libraries can house the hardware and software for entire classes.

Digital Learning Fellow Pearson spoke on Faculty Development also guided by three main tenets - Access, Quality, Collaboration. The goal is to blend new technologies with a faculty member's own pedagogical style. Faculty require support to learn and implement effective course design and preparation. This includes access and learning how to use basic instructional technology. Assessment of student learning is another priority. Other areas include how to learn and share effective student engagement and time management techniques; resolving problems of practice, learning about available technology, and relating technology to specific pedagogical techniques and problems of practice.

Actions and Follow-Up

- 1) Bylaw Revisions were approved
- 2) Formation of Health and Wellness Committee as requested by Chair Green - Interim President Roper assigned to Vice President for Student Affairs Bethany Meighan
- 3) Chair Green referred the creation of a collegiality and civility of communication standard and guideline to the Faculty Assembly Faculty Welfare committee.

Meeting Attendance (sorted by institution)

Your Name	Your Faculty Assembly Role (select all that apply)	Institution
Benjamin A Sibley	Delegate	Appalachian State University
Barbara Howard	Executive Committee Member	Appalachian State University
Jeff Popke	Delegate, Senate Chair	East Carolina University
Ralph Scott	Alternate	East Carolina University
Scott Bradshaw	Senate Chair	Elizabeth City State University
Margery Coulson- Clark	Delegate	Elizabeth City State University
Daniel Okunbor	Delegate	Fayetteville State University
Chet Dilday	Senate Chair	Fayetteville State University
Nicole Dobbins	Delegate	North Carolina A&T State University
Anna Lee	Delegate	North Carolina A&T State University
Julius Harp	Senate Chair	North Carolina A&T State University
Sean Colbert-Lewis, Sr.	Delegate	North Carolina Central University
David Green	Faculty Assembly Chair	North Carolina Central University
Cheryl Gann	Delegate, Executive Committee Member, Senate Chair	North Carolina School of Science and Math
Keethan Kleiner	Delegate	North Carolina School of Science and Math
Ashton Powell	Executive Committee Member	North Carolina School of Science and Math

Carolyn Bird	Alternate	North Carolina State University
Darby Orcutt	Delegate	North Carolina State University
Alton J. Banks	Executive Committee Member	North Carolina State University
Hans Kellner	Senate Chair	North Carolina State University
Maria Correa	Delegate	North Carolina State University
Laura Bond	Senate Chair	UNC Asheville
Melodie Galloway	Delegate	UNC Asheville
Lloyd Kramer	Senate Chair	UNC Chapel Hill
Eileen Dewitya	Delegate	UNC Chapel Hill
Chaitra Powell	Delegate	UNC Chapel Hill
Megan Williams	Delegate	UNC Chapel Hill
Tim Ives	Faculty Assembly Chair-Elect	UNC Chapel Hill
Vaughn Schmutz	Delegate	UNC Charlotte
Rosemary Hopcroft	Delegate	UNC Charlotte
Debra C Smith	Delegate	UNC Charlotte
Benny Andres	Delegate	UNC Charlotte
Joel Avrin	Alternate, Senate Chair	UNC Charlotte
Anthony Chow	Delegate, Executive Committee Member, Senate Chair	UNC Greensboro
Wade Maki	Delegate	UNC Greensboro
Andrea Hunter	Delegate	UNC Greensboro
Abigail Mann	Senate Chair	UNC Pembroke
Cherry Beasley	Chair HMSI, Delegate	UNC Pembroke
Elizabeth Klaimon	Delegate	UNC School Of The Arts
Derrick Miller	Delegate	UNC Wilmington
Rebecca Williams Lasher	Delegate	Western Carolina University
Enrique Gomez	Senate Chair	Western Carolina University
Sudhir Kaul	Delegate	Western Carolina University
Nancy Smith	Delegate	Winston-Salem State University
Mesia Moore Steed	Senate Chair	Winston-Salem State University
Beau Gaitors	Delegate	Winston-Salem State University