

Faculty Senate Meeting  
Tuesday, November 09 2021  
Held in EB 162 and via Zoom  
President Grove Presiding

1. Meeting Called to order: 2:02 p.m.
2. A motion to approve the September minutes (October minutes still pending) and passed unanimously with no changes.
3. Individual Reports
  - a. Chancellor Sartarelli

The Chancellor is not able to join us today.
  - b. Provost Winebrake
    - i. The Provost extended his appreciation for everything that people are doing to get us through this semester.
    - ii. The Provost spoke about the QEP presentations that will be this Friday, 11/12/2021, 2:00-4:30 p.m. The QEP website contains webinar links and times for the individual presentations.  
<https://uncw.edu/irp/ie/qep.html>  
Recordings of the presentations and full written proposals will be added to the website after Friday. A short survey will be disseminated for folks to provide feedback by December 1.
    - iii. The Provost spoke about The New Academic Program Status and the New Program Process showing programs that are Under Development what is in the System Office Queue. The PhD Applied Coastal and Ocean Sciences was highlighted and hopefully this will be approved. Recently Approved by System are two programs: BS Cybersecurity (F22) and BS Intelligent Systems Engineering (F22)
    - iv. The Provost invited everyone to submit nominations to serve on a task force to provide input on potential modifications to the college structure of the university. The task force will consider a college with a strategic focus on computing, technology, and/or engineering, as well as, exploring other potential opportunities. We hope to have this task force up and running by December. We will be in deep conversation with the governance bodies. There will be opportunities for fundraising. Senate will need to be involved and the new Chancellor will want to be involved.

- v. The Provost talked about the Faculty Workload Planning and Process – moving from a 3-3 teaching load to a 3-2 teaching load. He stated that looking at the PowerPoint slide that they were working in the first three boxes of the workload process - Understanding Current State, Institutional Policy Development and College Policy Development.
- vi. The Provost gave a Strategic Plan update showing the PowerPoint slide of the Strategic Planning Workflow Process. The Chancellor search is in process, identifying a new chancellor in April 2022.

Dr. Grove asked if anyone wanted to be recognized for questions to the Provost. A question was asked, “Is a Chancellor search always so quick? Dr. Grove answered that this search is within a reasonable timeframe and seems consistent with the previous searches.

- c. Faculty Senate President Grove
  - i. In relation to the Chancellor search, the first faculty forum is next Friday, November 19 at 3:15 in person at Lumina. We have settled on three virtual foras, as well. Staff and community are invited to these. Think about the qualities and characteristics that are important to the strength of the institution. We will be sending official invitations to the faculty.
  - ii. The next time we meet in December we will hold the Presidential election.
  - iii. I want to emphasize what the Provost said about the QEP presentations on Friday being important.
  - iv. Dr. Grove said he will be doing the Angel Tree Program again this year and invited anyone to join who is interested. He will send out more information about this program. He enjoyed doing this last year during the holidays.
- d. Faculty Assembly Report – no one is here from Faculty Assembly to give a report.

#### 4. Committee Reports

- a. **Committee on Diversity, Equity, and Inclusion Update from the Committee**

Co-Chair Professor Struckell presented for the newest committee – Committee on Diversity, Equity, and Inclusion. Co-Chair Dr. Coward-Murrell was not able to be with us today.

Dr. Struckell gave a PowerPoint presentation and outlined the DEI Committee membership and the committee members. The DEI Committee Charge/Duties are:

- To **present recommendations** to the Faculty Senate and the administration to *reduce barriers* to diversity, equity, and inclusion in hiring, support, mentoring, retention, and advancement of faculty, staff, and students;
- To **encourage training and learning** opportunities across campus to increase *awareness of the experiences* of underrepresented and marginalized groups;
- To **serve as a liaison** to any University-wide diversity, equity, and inclusion committees.
- To **present recommendations** to the Faculty Senate and the administration to *reduce barriers* to diversity, equity, and inclusion in hiring, support, mentoring, retention, and advancement of faculty, staff, and students;
- To **encourage training and learning** opportunities across campus to increase *awareness of the experiences* of underrepresented and marginalized groups;
- To **serve as a liaison** to any University-wide diversity, equity, and inclusion committees.

Dr. Stuckell emphasized needing the Faculty Senate's help to prioritize posting to websites showing DEI visibility and collectively posting on the University DEI website. The committee would like to see mandatory faculty training in Diversity, Equity and Inclusion again emphasizing the first three charges for the DEI committee. She spoke of the diversity of hiring and retention. She spoke of the anecdotal concerns that some exceptional candidates were lost due to uncompetitive compensation/resources. This deserves attention of Faculty Senate Committee. There is interest in obtaining campus diversity climate data and the DEI Committee would like Faculty Senate's help in this endeavor. There is a need for senior leadership connection. The new Chancellor search committee does not reflect the university. There needs to be a priority of filling the permanent Chief Diversity Officer position.

## **Recommendations**

- **Call to prioritize website provision for DEI efforts at college and university level, regardless of overall new website design - before spring semester**
- **Call to prioritize faculty DEI training solution – to allow training to be conducted beginning fall '22 semester**
- **Call to keep up the focus on diverse hiring at the faculty level. Clearer transparency – faculty metrics on dashboard, hiring and turnover report by college.**
- **Call to commission DEI committee to make recommendations to Faculty Senate regarding diverse turnover – addressing both short-term issues through exit interview process and data, best practice work (other universities) as well as longer-term systemic issues. Enabled by below....**
- **Call to enable DEI committee with data mining needs from Employee Engagement Survey (2020 and 2022).**
- **Call for transparency on make-up of new chancellor search committee for diverse representation.**

Call to prioritize Chief Diversity Officer search.

## Recommendations Revised for Ownership

### Committee Next Steps / Focus

- **Implement university DEI website posting of college/unit DEI efforts and college/unit level posting. Call to prioritize website provision for DEI efforts at college and university level, regardless of overall new website design - before spring semester**
- **Work with Donyell to prioritize faculty DEI training solution – to allow training to be conducted beginning fall ‘22 semester. Research/consider training module for faculty and staff from same vendor as student training (EverFi)**
- **Work with Donyell to post faculty hiring / retention as part of DEI dashboard**
- **Ask units/colleges to review hiring/turnover statistics at that level and include appropriate action plan**
- **Provide action plan to address diverse turnover both short-term and system**
  - **Best practice**
  - **College/unit level needs**
  - **Systemic options Research**
  - **Mine Employee Engagement Survey 2020 and 2022 (TBD) for data to address turnover**

### Request for Senate Assistance / Attention

- **Assist DEI committee access to data i.e., Employee Engagement Survey (2020 and 2022).**
- **Call for transparency on make-up of new chancellor search committee for diverse representation.**
- **Call to prioritize Chief Diversity Officer search.**

## Work / Sub Committees

### Committee Next Steps / Focus

- A. **Posting of DEI and related information for transparency:**
  - **Implement university DEI website posting of college/unit DEI efforts and college/unit level posting. Call to prioritize website provision for DEI efforts at college and university level, regardless of overall new website design - before spring semester**
  - **Work with Donyell to post faculty hiring / retention as part of DEI dashboard**
    - **Ask units/colleges to review hiring/turnover statistics at that level and include appropriate action plan**
- B. **Faculty DEI training solution – to allow training to be conducted beginning fall ‘22 semester.**
  - **Work with Donyell to make training module recommendation**

- **Pilot Groundwater**
- **Research/consider training module for faculty and staff from same vendor as student training (EverFi)**
- **Recommend requirement for all faculty to be trained**
- C. Provide action plan to address diverse turnover both short-term and system**
  - **Best practice**
  - **College/unit level needs**
  - **Systemic options Research**
  - **Mine Employee Engagement Survey 2020 and 2022 (TBD) for data to address turnover**

**Request for Senate Assistance / Attention**

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- **Call for transparency on make-up of new chancellor search committee for diverse representation.**
- **Call to prioritize Chief Diversity Officer search**

Andrea Weaver spoke to the additions of DEI information on every college's website. The re-design of the UNCW website is still underway. There will be two townhall meetings next week on November 16, at 2:00 p.m. and November 17, at 10:00 a.m. Thousands of pages will be put out in the spring. Molly McKeown is the person to talk to about website content.

Senator Spaulding asked if we are to take the DEI recommendations and turn them into motions. Professor Struckell answered that some of these recommendations are over our head and we want you to be aware and help. Faculty Senate is very powerful. We need help in getting this on every colleges' website and for mandatory DEI training for faculty.

**b. Academic Standards Committee**

Major Declaration Revision [**Motion 2021-11-01**]

Special Readmission Policy Revision [**Motion 2021-11-02**]

The new text is in red. Comments or suggestions from Senators? Dr. Pesetski was here from the Academic Standards Committee to answer questions.

The question "why 30 credit hours?" was raised by Senator Pitts.

Dr. Pesetski's answer:

30 credit hours is the designation for moving a student from freshmen standing to sophomore standing. Since University College serves students in their first academic year, it would be consistent with practice that University College would work with a student to declare their major by the time the student has 30 credits. A student bringing in 30 transfer credits has sophomore standing and may benefit from advising support in the college or school in which they are seeking a degree.

Concern was raised by a few senators that this policy would create hardship within their respective departments given the way the curriculum is structured and when courses are offered.

Senator Noonan followed by it would not work in Psychology with some of the students.

Dr. Pesetski's answer:

Psychology has a sequence of 3-4 courses that students need to take in sequential order to remain on track for graduation. The revision to the major declaration policy does not help students interested in psychology to enter the major earlier than they already do. For some students with high numbers of transfer credits, starting in the psychology major earlier benefits them due to these sequential courses. Christine Pesetski stated that the major declaration policy does need to be examined more fully, especially in light of UNCW's R2 standing and the implications that has for faculty teaching and research. A longer-term goal is to revise the major declaration policy language to better support the academic success of all students. In such a revision, this specific need for Psychology would be taken into consideration. At this time, this policy revision is to align policy with current practice.

Dr. Grove asked the question, "What prevents a student with 30 credits coming in and declaring a major?"

Dr. Pesetski's answer:

University College's practice, in support of the faculty policy is to only declare students who have met the prerequisites and are eligible to declare a major. UNCW is committed to all new freshmen and some select transfer students to begin their enrollment in University College. A freshman who came in with 30 credits would only be able to declare their major with the permission of the University College Director. Since this change is working to align policy and practice, the student would not be granted permission to declare.

Michael Webb asked if there had been research done into the UNC system schools? Who?

I looked at 7 other UNC System schools – NCSU, UNC-Chapel Hill, UNCC, UNCA, ECU, UNCG, and App State. None of these system schools require students to earn credit at their institution (e.g., NCSU credit, App State credit, etc.) prior to declaring a major. Only UNCW requires 24 UNCW credit hours to declare a major.

Elizabeth Wellman asked, “is this descriptive of what is already happening, and it is just being codified.

Dr. Pesetski’s answer:

Yes, this change is aligning policy and practice

There were no more questions so we will move to a vote.

Motion was approved for the changes in red brought by Academic Standards.

Motion passes 54-yes, 5 No.

The second motion from Academic Standards for Special Readmission policy [**Motion 2021-11-02**] sentence in red. No one wants to be recognized for questions. Move to a vote – motion passes 56-Yes 2-No.

### c. Committee on Student Matters

Dr. Todd LaMaskin, Chair of Committee on Student Matters, brought forth a resolution from the committee addressing students’ health and mental health. The Student Health Center is lacking in the capacity in serving the student population. The resolution would like to see that UNCW meet the accreditation of counselors and salary of counselors.

Dr. Lowell was here to speak on this saying that he has added two additional staff members and we do need two more but need more space. UNCW is \$7,000 below the salary range for an R2 designation, which is the reason for this. The UNC system has prevented us taking any action and we can only increase 20% and does not meet the median.

Faculty expressed concern. Dr. Wellman said that students are disclosing to them their profound mental issues. We must make this a priority. Dr. Pappamihiel said this is coming to a point of a crisis – 30% of them with serious mental health concerns – Secondary trauma that faculty is going through as well.

The limited amount being heard about the Counseling Center has not been positive. There is a concern there. Dr. Huelskamp mentioned anecdotally about the quality of care. A piece of that is not having the time to spend with students. Increasing the number of counselors will help this situation.

No one else wanting to be recognized, we will move to a vote.

Motion passes – 53-Yes, 3-No.

5. Old Business – None

## 6. New Business

Senator Lugo proposed a resolution for more faculty to be represented in the UNCW Chancellor Search Committee. This proposal was received late for the meeting today. This would constitute to changing the rules. A motion was put forth to suspend the rules. Motion seconded. The motion was considered and debated. The motion to suspend the rules and consider this proposal was voted on and passed with 2/3 majority.

An anonymous question came in saying this proposal asked for more faculty to be represented in the search committee but did not say diverse.

The diversity issue was discussed. Senator Wellman wanted to add the phrase “increasing faculty representation and diverse representation”.

Senator Pitts said both of these things are important, but he thought being in the same resolution would water the other down.

Senator Zacor said we need to be specific about the diversity we would like to see.

A motion to add diverse faculty was voted on – motion passes – 34-Yes, 18 – No

Now we are back to debating the motion.

Senator Poulin asked what additional number would you like to see on the search committee? You said comparable to UNC.

Senator Pitts asked should the title be changed, too?

Senator Spaulding stated that The Resolved is what they are looking at. The President will go and address the board and will express the kind of diversity.

President Grove said he can transmit this to the Board in an email but the next time he will be seeing the Board is at the end of January and things will be well underway for the search and may be too late.

Senator Pursuit said we want an increase in racial and ethnic diversity and another increase in faculty representation.

Senator Lugo said this is a wonderful thing to do. I don't see why this motion cannot have two Resolves.

Dr. Grove said you want to get rid of highlighted section and add a second Resolve?

Senator Covi asked about the Search Committee names, have they been made public?

Dr. Grove said they have been made public and there or no Latinos or Hispanics on the committee.

More to vote, not the overall motion but the highlighted area.

Motion passes – 47-Yes, 3-No

Back to discussing the main motion –

Senator Webb added “Whereas the current Chancellors Search Committee lacks sufficient racial and ethnic diversity”

Move to a vote – not voting on entire motion – voting on “Whereas” statement – just the highlighted. Motion passes – 45-Yes, 1 – No.

Back to main motion – anyone want to be recognized? Senator Spaulding Calls the Question- Seconded. Voting on whether we are going to call the question immediately after. Motion passes 43-Yes, 2-No.

Vote on resolution as amended again – support this motion – Motion passes – 43-Yes, 3-No.

Any other new business?

7. For the Good of the Order

Senator Pursuit encouraged everyone to go to the link “Growing Research and Innovation Awards Ceremony”. It is exciting to see what these researchers have accomplished.

[https://uncw4-my.sharepoint.com/personal/pernell\\_d\\_uncw\\_edu/\\_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fpernell%5Funcw%5Fedu%2FDocuments%2FAward%20Ceremony%20Final%2Emp4&parent=%2Fpersonal%2Fpernell%5Funcw%5Fedu%2FDocuments&ct=1638460816564&or=OWA%2DNT&cid=5a90060e%2D0286%2D0670%2Dcb8c%2Ddc22647df82d](https://uncw4-my.sharepoint.com/personal/pernell_d_uncw_edu/_layouts/15/onedrive.aspx?id=%2Fpersonal%2Fpernell%5Funcw%5Fedu%2FDocuments%2FAward%20Ceremony%20Final%2Emp4&parent=%2Fpersonal%2Fpernell%5Funcw%5Fedu%2FDocuments&ct=1638460816564&or=OWA%2DNT&cid=5a90060e%2D0286%2D0670%2Dcb8c%2Ddc22647df82d)

Dr. Borrett thanked Dr. Pursuit for making this video possible

Dr. Grove thanked everyone for sticking around and “thank you to the Provost”. The next meeting is December 14<sup>th</sup>.

Adjournment