The University of North Carolina at Pembroke
Faculty Senate Agenda
Wednesday, May 3, 2017
3:30 p.m., 213 Chavis University Center

Sara Simmons, Chair
Aaron Vandermeer, Secretary

Members of the Senate:

To 2017	To 2018	To 2019
ART Jonathan Maisonpierre	**ART** June Power	**ART** Aaron Vandermeer
EDN Joe Sciulli	**EDN** Carol Higy	**EDN** Heather Dial Sellers
LET Cynthia Miecznikowski	**LET** Jesse Peters	**LET** Enrique Porrua
NSM Tom Dooling	**NSM** Dennis McCracken	**NSM** Sally Vallabha
SBS Brooke Kelly	**SBS** Xinyan Shi	**SBS** Mitu Ashraf
At-Large Scott Hicks	**At-Large** Beverly Justice	**At-Large** Jose D'Arruda
At-Large David Nikkel	**At-Large** Cliff Mensah	**At-Large** Polina Chemishanova
At-Large Sara Simmons	**At-Large** David Young	**At-Large** John Parnell
Chancellor Robin G. Cummings **Interim Provost and Vice Chancellor for Academic Affairs** Scott Billingsley		

Order of Business

A. Roll Call
B. Approval of Minutes (Appendix A)
1. April 5, 2017 – Regular meeting
2. April 12, 2017 – Called meeting
C. Adoption of Agenda
D. Reports from Administration
1. Chancellor—Robin G. Cummings
2. Interim Provost and Vice Chancellor for Academic Affairs—Scott Billingsley
E. Reports of Committees
1. Operations Committees
   a. Executive Committee—Sara Simmons
   b. Committee on Committees & Elections—Tom Dooling
      1) Proposal to accept nominations to committees and subcommittees, effective AY 2017-2018 (Appendix B)
   c. Committee on Faculty Governance—Jesse Peters
2. Standing Committees
   a. Academic Affairs Committee—Jonathan Maisonpierre
      1) Proposals from the Curriculum Subcommittee (*Curriculog* link: https://uncp.curriculog.com/agenda:28/form)
         (i) Proposal from the Bachelor of Interdisciplinary Studies Program:
             (a) Program Proposal: Revise title and requirements for B.I.S. in Applied Management Technology (Applied Management Information Systems (Approved 8-0-0)

(ii) Proposal from the Department of English, Theatre, and Foreign Languages:
    (a) Program Proposal: Revise program title and requirements for B.A. in English, Theatre Arts (Approved 8-0-0)

(iii) Proposal from the Department of Department of Accounting and Finance:
    (a) Program Proposal: Revise requirements for requirements for B.S. in Business Administration, Finance Track (Approved 8-0-0)

(iv) Proposal from the Department of Economics and Decision Sciences:
    (a) Program Proposal: Create new concentration in Business Analytics for Master of Business Administration program (Approved 8-0-0)

(v) Proposals from the Department of Educational Specialties:
    (a) Program Proposal: Revise requirements for B.S. in Special Education to delete content area tracks and reduce overall credit hours (Approved 8-0-0)
    (b) Program Proposal: Revise requirements for B.S. in Birth-Kindergarten Education to reduce overall credit hours (Approved 8-0-0)

(vi) Proposals from the Department of Mathematics and Computer Science
    (a) Program Proposal: Eliminate the B.S. in Mathematics Education (9-12) with a 9-12 Licensure concentration in the B.S. in Mathematics; replace with Mathematics B.S., Secondary Education Emphasis (9-12) (Approved 8-0-0)
    (b) Program Proposal: Eliminate the B.S. in Mathematics Education (Middle Grades) with a Middle Grades Licensure concentration in the B.S. in Mathematics; replace with Mathematics B.S., Middle Grades Math Emphasis (6-9) (Approved 8-0-0)

(vii) Proposals from the Department of Music
    (a) Program Proposal: Revise Academic Concentration in Music, Instrumental Orientation (Approved 8-0-0)
    (b) Program Proposal: Revise Academic Concentration in Music, Keyboard Orientation (Approved 8-0-0)
    (c) Program Proposal: Revise Academic Concentration in Music, Vocal Orientation (Approved 8-0-0)
    (d) Program Proposal: Create a new B.M. in Music that encompasses the B.M. in Musical Theatre and B.M. in Music Education and eliminate the separate B.M. in Musical Theatre and B.M. in Music Education degrees (Approved 8-0-0)

2) Proposal from the Academic Affairs Committee:

        (i)   Required Syllabus Policies and Student Resources URL Proposal (Approved 8-0-0) ([Appendix C](#))

    b.   Faculty & Institutional Affairs Committee— Jesse Peters

       1)   Recommendation that the new provost call a meeting by July 1 of the chairs of the Faculty Senate, Faculty & Institutional Affairs Committee, and Faculty Evaluation Review Subcommittee for the purpose of resolving issues of promotion and tenure policy. (Approved 11-0-0) ([Appendix D](#))

       2)   Request from Sustainability Council for support of an electric vehicle (EV) permit system (Approved 11-0-0) ([Appendix E](#))

    c.   Student Affairs & Campus Life Committee—Brooke Kelly

F.   **Faculty Assembly Report** ([Appendix F](#))

G.   **Teacher Education Committee Report** ([Appendix G](#))

H.   **Graduate Council Report** ([Appendix H](#))

I.   **Other Committee Reports**

    1.   Report from Faculty Research Advisory Board ([Appendix I](#))

J.   **Unfinished Business**

K.   **New Business**

L.   **Announcements**

M.   **Adjournment**

Appendix A

The University of North Carolina at Pembroke
Faculty Senate Minutes
Wednesday, April 5, 2017 at 3:30 p.m.
213 Chavis University Center

Sara Simmons, Chair
Aaron Vandermeer, Secretary

Members of the Senate:

To 2017	To 2018	To 2019
ART Jonathan Maisonpierre	**ART** June Power	**ART** Aaron Vandermeer
EDN Joe Sciulli	**EDN** Carol Higy	**EDN** Heather Dial Sellers
LET Cynthia Miecznikowski	**LET** Jesse Peters	**LET** Enrique Porrua
NSM Tom Dooling	**NSM** Dennis McCracken	**NSM** Sally Vallabha
SBS Brooke Kelly	**SBS** Xinyan Shi	**SBS** Mitu Ashraf
At-Large Scott Hicks	**At-Large** Beverly Justice	**At-Large** Jose D'Arruda
At-Large David Nikkel	**At-Large** Cliff Mensah	**At-Large** Polina Chemishanova
At-Large Sara Simmons	**At-Large** David Young	**At-Large** John Parnell
Chancellor Robin G. Cummings		
Provost and Vice Chancellor for Academic Affairs Zoe Locklear		

Members Present: Mitu Ashraf, Scott Billingsley, Polina Chemishanova, Robin Cummings, Jose D'Arruda, Heather Sellers, Tom Dooling, Scott Hicks, Carol Higy, Beverly Justice, Brooke Kelly, Jonathan Maisonpierre, Dennis McCracken, Cliff Mensah, David Nikkel, John Parnell, Enrique Porrua, June Power, Joe Sciulli, Xinyan Shi, Sara Simmons, Sally Vallabha, Aaron Vandermeer, David Young

Members Absent: Cynthia Miecznikowski, Jesse Peters

Guests: Irene Aiken, Michael Baker, Ray Buehne, Nancy Crouch, Leah Fiorentino, Wes Frazier, Karen Granger, Jenelle Handcox, Joong-Lyul Lee, Mason Miller, Lisa Mitchell, Selvarajah Mohanarajah, Derek Oxendine, Lourdes Silva, Justin Smith, Robin Snead, Dennis Swanson, Brandon Tester, Xin Zhang

Order of Business

A. **Roll Call**—The meeting was called to order at 3:30PM.
B. **Approval of Minutes**—The Minutes were approved as disseminated.
C. **Adoption of Agenda**—The Agenda was approved as disseminated (revised version).
D. **Reports from Administration**
    1. Chancellor—Robin G. Cummings
        An offer has been extended and accepted in the Provost Search. The BOT has a meeting tomorrow at which the recommendation may be approved. The new Provost would begin June 1.* The Chancellor's Office will release a campus-wide message

when the candidate is officially approved by the BOT. Thanks to all who participated in the process. The new AVC for Enrollment, Lois Williams, starts April 17. She comes to us from Mary Baldwin College in Virginia.* Congratulations to Dr. Cherry Beasley, the 2017 award winner for UNCP's Excellence in Teaching award.* UNCP's 24 Hours of Giving was a success, with 573 donors, exceeding the goal of 400. The total raised was $93K. Donors could designate the destination of their donation.* There are two events left in the "Coffee with the Chancellor" series, April 11 and 24. Please RSVP.* Please attend the Faculty Appreciation Banquet on April 28.* NC Promise is moving ahead as planned. The Governor's budget included $51M, which is the adjusted amount the NC Promise schools requested.* An architect has been selected for the School of Business. We are working on choosing a contractor. We continue to raise funds for the building.* The dedication of Student Health Building is April 20.* The conversation continues about UNCP as a possible site for a School of Optometry. We are the only UNC system school in the discussion right now.* Kellie Blue, chair of the BOT, name has been nominated by the NC House as a candidate for the BOG.* The Chancellor's Cabinet is working on the budget for next year.

2. Interim Provost and Vice Chancellor for Academic Affairs—Scott Billingsley
An email went out yesterday with information about teaching summer terms, including a pay scale revision. The graduated pay scale based on class enrollment was eliminated for this summer. A $50 - $60K savings is predicted. The graduated scale may return in the future as the budget situation improves.* Cyndi Miecznikowski is the Interim Director for Teaching and Learning Center. The advertisement for the permanent director position will be advertised soon.* The Honorary Degree Committee met this afternoon, as a nomination had been made. The committee recommended that we move forward with the process. The Faculty Senate will be engaged in the stage after the Chancellor.* Areas of Distinction are supposed to be in place by next month. UNC system provosts met to discuss this. The areas need to be broad, inclusive, and interdisciplinary, but not vague or watered down. A theme of student success is driving this conversation. There is a focus on low-income and rural students, whom we have great experience serving.

E. Reports of Committees
1. Operations Committees
   a. Executive Committee—Sara Simmons
      Dr. Simmons enjoyed a delightful retirement reception yesterday. Thanks to Lisa Mitchell for the planning and to colleagues who attended. The Faculty Evaluation of Administrators survey was sent out to faculty yesterday.
   b. Committee on Committees & Elections—Tom Dooling
      1) Vote for Senate Chair for the 2017-2018 academic year
         Motion (D'Aruda) to approve Aaron Vandermeer as senate chair without ballot. **Approved 22-0-0**
      2) Vote for Senate Secretary for the 2017-2018 academic year
         Motion (Vandermeer) to approve June Power as senate secretary without ballot. **Approved 22-0-0**
   c. Committee on Faculty Governance—Jesse Peters
      No report.

2. Standing Committees
   a. Academic Affairs Committee—Jonathan Maisonpierre
      1) Proposals from the Curriculum Subcommittee (*Curriculog* link: https://uncp.curriculog.com/agenda:24/form)
         (i) Proposal from the Department of Elementary Education:
            (a) Remove ELE 2900 and HST 3170 from requirements for the B.S. in Elementary Education degree program (Approved 8-0-0) **Approved 21-0-0**
         (ii) Proposals from the Department of Health and Human Performance:
            (a) Program Proposal: Revise requirements for M.A. in Health and Physical Education, Exercise Science/Sports Administration (Approved 8-0-0)
            (b) Program Proposal: Revise requirements for M.A. in Health and Physical Education, Physical Education Licensure Concentration (Approved by 8-0-0)
            (c) Program Proposal: Revise requirements for Master of Arts in Teaching (M.A.T.) with Health/Physical Education Specialization (Approved 8-0-0)
            All proposals approved 21-0-0
         (iii) Proposal from the Department of Mass Communication:
            (a) Program Proposal: Revise requirements for B.S. in Mass Communication, Public Relations Track (Approved 8-0-0)
            Approved 21-0-0
         (iv) Proposal from the Department of Mathematics and Computer Science
            (a) Program Proposal: Create a Cyber Security Track in the B.S. in Information Technology (Approved 8-0-0)
            Approved 21-0-0
      2) Proposals from the Writing Intensive Committee: (Appendix B in Agenda)
         (i) Program Proposal: Add the following courses to the Writing Intensive Program in the WE category: ENG 2760 Creative Nonfiction I; ENG 3760 Creative Nonfiction II (Approved 8-0-0)
         (ii) Program Proposal: Add SSE 4000 Methods of Teaching Social Studies to the Writing Intensive Program in the WD category (Approved 8-0-0)
         (iii) Program Proposal: Add the following course to the Writing Intensive Program in the WE category: PLS 4510 American Foreign Policy (Approved 8-0-0)
         (iv) Program Proposal: Add the following course to the Writing Intensive Program in the WE category: ENG 2100 African American Literature (Approved 8-0-0) (Note: For the ENG 2100 syllabus, see the separate pdf file that was disseminated along with agenda via email from Shared Mailbox – Faculty Senate.)
         All courses approved for designation 21-0-0

Motion (Vandermeer) to have Writing Intensive course proposals stop at the Academic Affairs Committees. **Approved 21-0-0**

    3) Proposal from the Enrollment Management Committee:
        (i) Proposal to revise Academic Standing policy (Approved 8-0-0) (Appendix C in Agenda)
        Approved 21-0-0 with the addition of "if the student does not achieve good academic standing" to the end of the penultimate sentence in the second paragraph under the heading "Academic Probation."
  b. Faculty & Institutional Affairs Committee— Jesse Peters
    1) Proposal to endorse the recommendation of the Learning Management System (LMS) Advisory Committee to replace the current LMS (Blackboard) with Canvas (Approved 10-0-0) (Appendix D in Agenda)
    Approved 20-0-1
  c. Student Affairs & Campus Life Committee—Brooke Kelly

F. Faculty Assembly Report – No report
G. Teacher Education Committee Report (Appendix E in Agenda)
H. Graduate Council Report (Appendix F in Agenda)
I. Other Committee Reports
J. Unfinished Business
K. New Business
L. Announcements
M. Adjournment—The meeting was adjourned at 5:00PM.

Respectfully submitted,
Aaron Vandermeer, Secretary

The University of North Carolina at Pembroke
Faculty Senate Called Meeting - Minutes
Wednesday, April 12, 2017 at 3:30 p.m.
213 Chavis University Center

Sara Simmons, Chair
Aaron Vandermeer, Secretary

Members of the Senate:

To 2017	To 2018	To 2019
ART Jonathan Maisonpierre	**ART** June Power	**ART** Aaron Vandermeer
EDN Joe Sciulli	**EDN** Carol Higy	**EDN** Heather Dial Sellers
LET Cynthia Miecznikowski	**LET** Jesse Peters	**LET** Enrique Porrua
NSM Tom Dooling	**NSM** Dennis McCracken	**NSM** Sally Vallabha
SBS Brooke Kelly	**SBS** Xinyan Shi	**SBS** Mitu Ashraf
At-Large Scott Hicks	**At-Large** Beverly Justice	**At-Large** Jose D'Arruda

At-Large David Nikkel	At-Large Cliff Mensah	At-Large Polina Chemishanova
At-Large Sara Simmons	At-Large David Young	At-Large John Parnell
Chancellor Robin G. Cummings		
Provost and Vice Chancellor for Academic Affairs Zoe Locklear		

Members Present: Mitu Ashraf, Scott Billingsley, Polina Chemishanova, Heather Sellers, Tom Dooling, Carol Higy, Beverly Justice, Brooke Kelly, Dennis McCracken, Cliff Mensah, Enrique Porrua, June Power, Joe Sciulli, Sara Simmons, Sally Vallabha, Aaron Vandermeer, David Young

Order of Business

A. **Call to Order**—The meeting was called to order at 3:31PM
B. **Roll Call**
C. **Adoption of Agenda**—The Agenda was adopted as disseminated.
D. **Presentation from Dr. Scott Billingsley, Interim Provost & Vice Chancellor for Academic Affairs**
   1. Overview of policies and procedures related to conferral of an honorary degree
      a. http://www.uncp.edu/about-uncp/administration/policies-and-regulations/all-policies/pol-012501-honorary-degree-policy
E. **Motion to go into CLOSED SESSION**—Approved 17-0-0
   1. Discussion of the recommendation of the Honorary Degree Committee to confer an honorary degree ("The Provost will present the recommendation of the Honorary Degree Committee to the Faculty Senate in executive session." POL 01.25.01 - Honorary Degree Policy, 5. Decision-Making Process, section 5.1.2 The Faculty Senate Review)
   2. Vote on recommendation
F. **Motion to return to OPEN SESSION**
   The senate reviewed a nomination for the awarding of an Honorary Degree.
G. **Announcements**
   1. Next meeting of the Faculty Senate: Wednesday, May 3, 2017 at 3:30 p.m. in UC 213
   2. Meeting of the General Faculty: Friday, May 5, 2017 at 1:30 p.m. in Moore Hall Auditorium
H. **Adjournment**—The meeting was adjourned at 4:08 PM.

Return to Agenda

Appendix B

Proposal to accept nominations to committees and subcommittees
Effective AY 2017-2018

Curriculum Subcommittee (meets 1st Thursday of each month)
Naomi Lifshitz-Grant	ARTS	2019
Marian Wooten	EDUC	2019
Monika Brown	LETT	2019
Roland Stout	NSM	2019
Emily Neff-Sharum	SBS	2019

Enrollment Management Subcommittee (meets 2nd Wednesday of each month)
Rachel Smith	NSM	2019
Melissa Schaub	LETT	2019

General Education Subcommittee (meets 4th Thursday of each month)
Daren Nelson	NSM	2019
Marian Wooten	EDU/HPER	2019
Roger Ladd	HUM	2019

Subcommittee on Academic Support Services (meets 2nd Tuesday of each month)
Erik Tracey	At Large	2019
Marisa Scott	EDUC	2019
Mark Thompson	LETT	2019

Faculty Development and Welfare Subcommittee (meets 2nd Thursday of each month)
Marisa Scott	EDUC	2019
Brandon Sanderson	ARTS	2019
Claudia Nickolson	EDUC	2019
Autumn Lauzon	LETT	2019
Don Beken	NSM	2019
Calvina Ellerbe	SBS	2019

Faculty Evaluation Review Subcommittee (meets 1st Tuesday of each month)
Nancy Palm	At Large	2019
Larry Arnold	ARTS	2019
Maria Pereira	NSM	2019
Chiuchu Chuang	EDUC	2019

Health, Safety, and Environment Subcommittee (meets 1st Monday of each month)
David Young	Library	2019
Ki Byung Chae	EDUC	2019
Laura Hess	ARTS	2019
Walter Lewallen	LETT	2019

Student Affairs and Campus Life Committee (meets 3rd Monday of each month)
Rachel Morrison   Faculty   Member   2019
Conner Sandefur   Faculty   Member   2019

Faculty Governance
Cherry Beasley   2020
Dennis McCracken   2020
Ottis Murray   2020
Libby Denny   2018
Scott Hicks   2020

Faculty Conciliator (meets as needed). SGA will select one name from the following nominees:
Emilia Bak
Jessica Abbott
Jane Haladay
Enrique Porrua

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Appendix C

Proposal for Required Syllabus Policies and Student Resources URL
Academic Affairs Committee
(Approved 8-0-0)

** The following proposal passed Academic Affairs Committee, with the condition that the following statements be included in the Universal Syllabus Addendum: Honor Code, Intellectual Property, and Online Proctoring. The Honor Code has been added below.

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Required Syllabus Policies and Student Resources URL Proposal
Professors will have the option of including two links on their syllabi. The first, a universal syllabus addendum, will contain all required policies and statements that apply to all UNCP classes. The inclusion of this link and descriptive sentence (see below) would replace the need for using expanded prose of required syllabus policies. The second, a Student Resources link, will contain a list and brief description of the many resources available to our students, including contact information.

The URL for these links will never change. It will provide an efficient means of updating information, save professors time (no more updating slight changes to wording or contact information in syllabi), reduce error rate of using old or incorrect policies/statements/contact information, and save paper.

Each link on the syllabus would be accompanied by a brief one sentence descriptor about what information is available at that link. The following is an example of how this would appear on a syllabus:

Universal Syllabus Addendum: www.uncp.edu/universal-syllabus
This webpage contains required policies and statements that apply to all classes at UNCP.

Student Resources: www.uncp.edu/student-resources
This webpage contains a list and brief description of the resources available to UNCP students.

These would both be web pages under Academic Affairs directory (text on a web page, not a PDF document) and would be maintained by the Office of Academic Affairs (OAA). OAA would decide which university resources are included on the Student Resources page.

The inclusion of these links on syllabi would not be mandatory. Instead, a professor should still feel free to include all the expanded prose of the required policies and statements, as they currently do. I can't imagine that anyone would want to do that and keep them updated, but it is better to provide the option.

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The following information would appear on the universal syllabus addendum web page www.uncp.edu/universal-syllabus-addendum (or perhaps a better URL name). These are required policies for all syllabi. Where options of policy wording/display were offered (e.g. Religious Holiday Policy), the more concise version was chosen.

Universal Syllabus Addendum

The following information applies to all UNCP classes:

Absences for University-Sanctioned Events
If a student is representing the University in an official capacity (e.g.: academic conference, student government, course field trips, ROTC events, athletics, band) at an official University-sanctioned event, that absence shall be excused. Students are responsible for all coursework missed and must make up the work within three university business days after the student returns to campus. Any student who anticipates missing more than 15% of the course should not enroll in the course without prior approval from the instructor.

It is the responsibility of the student to communicate with the professor or instructor about classes missed for any reason, including University sanctioned events. Students must provide official documentation of proposed University-sanctioned events that will result in excused absences during the first week of each semester. Prior written documentation must be provided for each excused absence.

Religious Holiday Policy Statement
Students are allowed two excused absences each semester from class or other scheduled academic activity to observe a religious holy day of their faith. Students must submit written notification of the absences to their instructors within two weeks of the beginning of the semester. Students should not be penalized for these absences, and shall be permitted a reasonable amount of time to make up tests or other work missed due to an excused absence for a religious observance. A student who is to be excused from class for a religious observance is not required to provide a second-party certification of the reason for the absence. Furthermore, a student who believes that he or she has been unreasonably denied an education benefit due to religious beliefs or practices may seek redress through the student grievance procedure.

Americans with Disabilities Act (ADA) Statement
Federal laws require UNCP to accommodate students with documented learning, physical, chronic health, psychological, visual or hearing disabilities. In post-secondary school settings, academic accommodations are not automatic; to receive accommodations, students must make a formal request and must supply documentation from a qualified professional to support that request. Students who believe they qualify must contact the Accessibility Resource Center (ARC) in DF Lowry Building, Room 107 or call 910-521-6695 to begin the accommodation process. All discussions remain confidential. Accommodations cannot be provided retroactively. More information for students about the services provided by ARC and the accommodation process may be found at the following link: http://www.uncp.edu/arc

Academic Honor Code
Academic honor and integrity are essential to the existence of a university community and students are important members of that community. All UNCP students expected to abide by the policies and procedures of the Academic Honor Code, available here:
http://www.uncp.edu/about-uncp/administration/policies-and-regulations/all-policies/pol-020505-academic-honor-code-policy

Alternative Format Statement
~~This publication is~~ All university publications, including syllabi, are available in alternative formats upon request. Please contact the Accessibility Resource Center in the D. F. Lowry Building, 521-6695.

[Aaron Vandermeer spoke with Nicolette Campos (ARC) about altering the statement about alternative formats within the context of syllabi as proposed above. She said it was no problem to have it say "All university publications, including syllabi, are available in alternative formats…"]

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The following is an example of information would appear on the Student Resources page in the Office of Academic Affairs web directory at www.uncp.edu/student-resources (or perhaps another URL name).

<u>Student Resources Addendum</u>

The following resources are available to UNCP students:

The University Writing Center
The University Writing Center, located in D.F. Lowry 308 and available online at www.uncp.edu/writing, is a peer-to-peer tutoring service where UNCP students can seek assistance with written assignments at any stage during the writing process, from brainstorming ideas to drafting, revising, and editing.

Counseling and Psychological Services (CAPS)
Counseling and Psychological Services (CAPS) offers a range of clinical mental health options including individual, group and couples counseling. Learning disability and psychological assessment is available through appointment, we work closely with the Accessibility Resource Center to advocate for and support students' academic success. We offer advocacy for survivors of sexual assault and those accused through both our Case Manager and our Sexual Assault Advocate. We have an Alcohol and Other Drug (AOD) specialist on staff to work with students struggling with issues of addiction. Chavis University Center, Room 243: (910) 521-6202

Tutoring
The tutoring program of the Center for Student Success helps students achieve their academic goals by offering group or individual tutoring in all General Education and many upper-level courses. Students can sign up at Tutoring Program Sign-up or contact jennifer.mcneill@uncp.edu or 910-775-4311.

Academic Resource Mentoring
Academic Resource Mentoring in the Center for Student Success supports the UNV 1100 course and provides mentoring to any student, addressing their unique academic concerns to guide them in achieving their personal academic goals; contact ian.stroud@uncp.edu or 910-775- 4391.

Health Careers Access Program (NC-HCAP)
Located in Jacobs Hall Suite F, the Health Careers Access Program offers assistance to students seeking to be employed in healthcare through test preparation workshops, course tutoring, guidance during the application process for healthcare programs, job shadowing, internships, and advisement; contact hcap@uncp.edu or 910-521-6673.

Resource Learning Lab
The Resource Learning Lab in the Center for Student Success offers 1) computer based, self-paced tutoring in basic writing skills, basic reading comprehension, and word problem dissection; 2) DVDs such as Note Taking, Critical Thinking, Problem-Solving and Time Management, which are free and available to all students; contact mark.hunt@uncp.edu or 910-775-4393.

Striving Toward Academic Recovery (STAR)
The STAR program in the Center for Student Success is intended for students who are returning from an academic and/or financial aid suspension, assisting them to get back on track academically so that they can be successful at UNCP; contact timothy.hunt@uncp.edu or 910-775-4395.

TRIO programs
This federally-funded office provides eligible students with one-on-one and group tutoring, personal counseling, and assistance with applying for financial aid, in Jacobs Hall suites A and B; contact trioprograms@uncp.edu or 910-521-6242.

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Appendix D

Recommendation Regarding Possible Changes to Faculty Evaluation Model
(Approved by FIAC 11-0-0)

Recommendation:

FIAC recommends that the new provost call a meeting by July 1 of the chairs of the Faculty Senate, Faculty & Institutional Affairs Committee, and Faculty Evaluation Review Subcommittee for the purpose of resolving issues of promotion and tenure policy.

Rationale/Background:

It has come to the attention of the Faculty Evaluation Review Subcommittee administrators are discussing making changes to the published Faculty Evaluation Model. These changes include revision of the approved Student Evaluation of Instruction instrument, significant modification to published deadlines for submission of materials for evaluations, and alteration of the approved format for evaluation reports.

The administration is respectfully reminded the policies published in the *Faculty Handbook* apply university-wide. In addition, these policies document the agreed-upon procedures to follow when revising the Faculty Evaluation Model. We invite administrators to contact the Faculty Senate Chair, the Faculty and Institutional Affairs Committee (our parent committee) or the Faculty Evaluation Review Subcommittee to discuss acceptable protocol. We welcome a constructive and continuing dialog on any areas of concern.

Appendix E

Request from Sustainability Council for support of an electric vehicle (EV) permit system
(Approved by FIAC 11-0-0)

Recommendation for Growing Electric Vehicle (EV) Charging Initiative
1/12/2017

In light of recent $10,000 grant awarded to UNCP from Duke Energy Progress to install two EV charging stations in parking lot 26 (resident student lot) at Village Apartments, which will bring the total number of charging stations on campus from four up to six, the following is recommended:

Offer an EV permit, decal or sticker for any UNCP EV driver to purchase in addition to their student, staff, faculty or special reserved parking permit <u>which would allow them to use anyone of the campus's charging stations</u> for four hours, then they are to move and park in one of their designated lots. The funds from the costs of this EV permit will be used to cover costs associated with the electricity, maintenance and/or future replacement costs to sustain this initiative. Note: these level 2 EV chargers will fully charge vehicles within four hours. Currently, UNCP has six EV drivers consisting of faculty, staff and students, based on charging station usage and observation. Per the 2016 commuting survey (Sep 2016), 14 EV drivers were reported.

EV charging station locations on campus:
1. Lot 17 (visitor) *central part of campus*
2. Lot 17 (visitor) *central part of campus*
3. Lot 6 (faculty/staff) *south side of campus*
4. Lot 14 (general: means students, faculty or staff) *central part of campus*
5. *Lot 26 (resident student) *north side of campus*
6. *Lot 26 (resident student) *north side of campus*

*To be installed Spring Semester 2017 via a grant from Duke Energy Progress

Discussed and recommended by the UNCP sustainability Council on 1/11/2017. Feedback requested from SGA, Faculty Senate and Staff Council
POCs: Jay Blauser (x6509) or Daren Nelson (x4589)

Appendix F

Faculty Assembly Report

Faculty Assembly Meeting of April 21, 2017
Meeting summary prepared by: Mario Paparozzi

UNCP Representatives also in attendance: Sara Simmons, Faculty Senate Chair, and Jeff Geller, Faculty Assembly Delegate-Elect

<center>**Meeting Theme: "Academic Freedom"**</center>

Comments by Gabriel Lugo, Faculty Assembly Chair:

- Gabriel is waiting for a response to Lugo's letter to SACs about some of the things that have been done by the North Carolina legislature that the faculty assembly feels conflict with certain SACs requirements. Basically, Gabriel asked SACs if the UNC system is in compliance with SACs. The issues of concern have been previously distributed as they arose. (Note: I have distributed these concerns as they were received by me.)

- Gabriel presented information about the White House budget. He is concerned about the fact that the proposed budget does not pay sufficient attention to scientific reports about climate change, the arts, cuts in financial aid for education, and social concerns. Gabriel feels that there is a need to pay increased attention to the issues just noted. Cuts to the NIH that are included in the proposed budget, would be devastating. Our universities receive a significant portion of these funds. Gabriel believes that faculty members have an obligation to speak about these budget issues for the benefit of society and posterity.

- There are Bills in legislature that the Faculty Assembly is following. Some of the bills are concerning. One, for example has to do with carrying concealed weapons without a license. The last time there was a bill pertaining to this subject, the campus police departments and chancellors all opposed the legislation, but the bill passed. If the bill looks like it will move forward, Gabriel will notify faculty and encourage them to let their views be known to legislators and policymakers.

- Another Bill of concern is related to free speech. Details about this Bill were not mentioned. It was mentioned that the bill has a punitive aspect to it and that this is of particular concern.

- Another concern pertains to modifications to the size of the BOG (This newspaper article provides the gist of the BOG size reduction legislation: http://www.wral.com/cooper-signs-bill-reducing-the-size-of-the-unc-board-of-governors-/16563984/).

- Gabriel has observed that there seems to be a sentiment at the legislature that we are polluting the minds of students with one-sided liberal overtones.

Comments by President Spellings:

- There are lots of legislative ideas coming out of the legislature. President Spellings is spending much time working with the legislative process to assure that UNC's interests are represented and understood.
- UNC-GA is working rapidly to implement the BOG strategic plan.
- There is a need comprehensive set of goals and targets for the educational system in North Carolina. We need better coordination between public and private schools at all levels. There is a need for better coordination of all components of the North Carolina educational system.
- The BOG will have nine new members in July. The BOG has been made smaller (see my comments above about this issue).

- The BOG will have a retreat in Asheville in July. They will be briefed extensively on accreditation issues.
- The chancellors met and they are concerned about the free speech issue that is being discussed in the legislature. (I did a quick internet search to get some basic information about this issue. You may find this news report helpful: http://www.wral.com/unc-free-speech-bill-silenced-in-house-committee/16653731/)

Matt Brody, VP for HR Employee Engagement Initiatives.
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Employee Engagement Survey:

- Derives from the UNC strategic plan:
  - Excellent and Diverse institutions is one of the themes of the strategic plan. This will be measured over the next five years.
- A metric and implementation plan will be developed by May 2017 to measure:
  - Retention/turnover
  - Succession planning with a focus on hiring internally and externally
  - Professional development
  - Staff/employee engagement (aka employee morale): we have lots of anecdotal information about faculty moral on a variety of issues. The goal is to turn some of the anecdotes into viable quantitative numbers that a representative. System wide employee engagement survey. There is a request underway for vendor selection.
- Chancellors have lots of power over the quality of supervision, and this is something that Chancellors can do something about. People leave over this issue just as much, if not more, than because of compensation issues. The engagement survey results will help Chancellors understand where problems exist at their respective institutions. These issues are absolutely under our control. Managers and supervisors need to engage positively with employees.
- The survey results will provide a useful analytic tool and it will provide information that is more powerful than anecdotal information.
- We will better understand engagement (morale) and turnover issues.

Matt Brody also commented on the following:

- Long-term care for UNC employees: there is legislation about what benefits will be provided at the individual campus level. GA is waiting to see how this bill develops.
- There is a bill that eliminates regular pension and retiree health benefits for new employees.
- UNC-GA wants the universities to determine the contribution rate for pensions rather than to have the contribution rates established by legislation.
- Whether these health benefits and pension Bills have enough support is unknown; they are being monitored.

Comments by John Sherer – UNC Press

- UNC Press was founded in 1922.
- We need to do a better job at being a press for faculty in the UNC system.
- Two years ago the Office of Scholarly Publishing Services was established. Since the creation of this service, there has been a significant expansion of publications of books and also scholarly journals. There is much more room for growth. Faculty members are encouraged to explore how UNC Press might be able to support what they do.

Academic Freedom panel:

John Scherer. UNCW Legal Counsel
David Green. NCCU Law Professor
Susan Dennison. UNCG, AAUP Chapter President

- This panel discussed legal issues related to freedom of speech as it pertains to employers and employees versus freedom of speech as it pertains to citizens. Of specific concern is the matter of whether freedom of speech can be restricted if one is speaking as an employee about an employer/employee related matter, or whether a person is speaking as a private citizen.
- The courts have not commented specifically on academic freedom.
- This discussion was based on legal principles as stated in the case Garcetti v. Ceballos (relates to making comments as citizens versus employees; employers have the discretion to restrict speech for employees on employee related issues).
- This was an interesting presentation. With that said, it is my opinion that the matter of freedom of speech in the academic workplace is a complicated legal issue that has not been definitively ruled upon by the U.S. Supreme Court.

The Faculty Assembly proposed and passed a resolution opposing the White House's proposed budget. The resolution, which I previously distributed to UNCP faculty, calls for the BOG to ask North Carolina's congressional delegation to oppose the budget cuts noted by the Faculty Assembly chair (see also the summary notes above).

Appendix G

Teacher Education Committee Report

**Teacher Education Committee Meeting
Minutes
March 15, 2017
3:00 p.m., room 303, Education Building**

*"Preparing professional educators who are committed,
collaborative, and competent."*

TEC Members Present: M. Ash, A. Bryant, S. Cinnamon, M. Edwards, I. Falls, K. Ficklin, L. Fiorentino, K. Granger, R. Hagevik, A. Horton-Lopez, M. Klinikowski, R. Ladd, L. Mabe, A. McDonald, A. Opata, K. Pitchford, G. Robinson, M. Scott, H. Sellers

Guests:

1. **Call to Order:** The meeting was called to order at 3:01 p.m.

2. **Approval of the Minutes:** The February 8, 2017 minutes were approved as presented.

3. **Adoption of the Agenda:** Addition under the Music Program; approved as presented.

4. **Sharing Good News:**
   - Dr. Karen Granger successfully defended her dissertation.
   - Dr. Serina Cinnamon attended the national Critical Questions Conference on March 6-8, 2017.
   - Dr. Serina Cinnamon was awarded the NC Quest grant.
   - Ms. Melissa Edwards had about 200 7th & 8th graders attend a Math Education workshop (Pi Day) in the UC Annex.
   - Dr. Rita Hagevik's students won 1st place in the Science Fair and a student wrote a paper at NC Cast and won 1st place.
   - Dr. Kim Sellers attended the NC Reading conference and had 10 students present.
   - Dr. Kayonna Pitchford worked on a MSP grant for work "tool for teachers" for elementary/math students.

5. **Curriculum Proposals**
   Birth to Kindergarten
   a. Include a course on the development of early language and literacy to replace the current RDG 2000 requirement.
   b. Include a course on partnering with families of children with disabilities
   c. Change the requirements for ECE 4500, practicum for lateral entry teacher candidates.
   14 yea, 0 nay, 0 abstentions, approved (seconded by Dr. Robinson)

MSA
a. 3.00 overall; or
b. 3.00 in the Senior Year; or
c. 3.00 in the major. Either of these would meet the requirement.

Music Education
a. Music, Instrumental Orientation, Academic Concentration
b. Music, Keyboard Orientation, Academic Concentration
c. Music, Vocal Orientation, Academic Concentration
- The Music Department proposes deleting MUS 3240, Musical Experiences for Young Children, from the three Academic Concentrations in Music (Vocal, Instrumental, Keyboard) and replacing it with MUS 4000, Elementary Music Methods.
  13 yea, 0 nay, 0 abstentions, approved (seconded by Dr. Fiorentino)

- MUS 3240 is a required course for the three Academic Concentrations in Music; however, since it has not been taught in a number of years, the course is being deleted. MUS 4000 is taught each year and covers much of the same material.
  10 yea, 0 nay, 0 abstentions, approved (seconded by Dr. Horton-Lopez)

Special Education
a. Special Education (K-12), English Language Arts/ELA Content Area, B.S.
b. Special Education (K-12), Mathematics Content Area, B.S.
c. Special Education (K-12), Science Content Area, B.S.
- Special Education Delete the Math, Science and ELA content area focus: Content areas are not required. Would meet the recommendation for total program hours to equal 120.
- SED 4340 Diagnosing and Remediating Reading and Writing Problems: cross list with RDG 3400
- RDG 3200: Revise course name/add to Special Education content pedagogy
- RDG 3400: cross list with SED 4340
  11 yea, 0 nay, 0 abstentions, approved (seconded by Dr. Sellers)

6. **Action Items**
   a. **Admission into the Teacher Education Program – Ms. Aku Opata**
   A total of 2 students were presented for admission into the Teacher Education Program; 1 Licensure, 1 AIG - **approved as presented**

7. **Report from the Dean's Office – Dr. Alfred Bryant**
   a. Lab Schools –. Dr. Bryant recently met with Dr. Granger, Dr. McDonald, Dr. Mitchell, and Dr. Shawn Bulson from UNC GA to discuss the Lab Schools. UNCP is on track to begin in fall 2018. More info to follow.
   b. Revisions needed for Teacher Education handbook
   c. Instagram, Twitter, & Facebook will be used for all Teacher Education social media.
   d. The TV located in SOE at the front entrance will be removed.

8. **Report from the Office of University-School Partnerships** – Dr. Bryan Winters
   a. The North Carolina Teacher of the Year, Mr. Bobbie Cavnar, will be on campus Wednesday morning to present to the interns in SOE Room 223 from 9 to 10.
   b. Following, Career Services and the School of Education will host the Teacher Education Job Fair in the UC Annex from 10 to noon.
   c. The MSA Conference will be held on March 30, 2017 from 8:30am – 12:00pm in the University Annex.
   d. The Drive-in Counseling Workshop for Area Counselors will be held on March 31, 2017 from 9:00am – 3:00pm in the University Annex.

9. **Report from the Office of Assessment** – Ms. Mary Klinikowski
   a. Working on uploading blueprints to NCDPI.
   b. Updating DRF's in Taskstream.
   c. Update handbook by Monday May 1, 2017, need assistance please contact Mary Klinikowski.

10. **Report from edTPA** – Dr. Kay Pitchford
    a. A conference call with Chris O'Neil – edTPA representative was held on Friday February 3, 2017 regarding edTPA updates. Please visit the following link if interested for edTPA updates & info: ihe.ncdpi.wikispaces.net

11. **Report from Teacher Recruitment and Retention** – Dr. Kelly Ficklin
    a. Formatting of recruitment materials must follow UNCP's code. Contact Jodi Phelps to ensure correct format and style preferences for all UNCP print materials.
    b. Open House Volunteers (mini teaching session) – Open House scheduled for Saturday April 8, 2017.
    c. edTPA conference schedule for April 6-7, 2017 in Raleigh, N.C.

12. **TEC Subcommittees**
    a. **Technology and Distance Education** – Dr. Lisa Mitchell
       No Report
    b. **School Partnerships** – Dr. Val Ford
       No Report
    c. **Policy Review** – Dr. Jose Rivera
       Committee to meet regarding 1st draft changes
    d. **Hearing Appeals Board** – Dr. Kelly Ficklin
       No Report
    e. **Diversity, Recruitment, & Retention** – Dr. Cecilia Lara
       No Report
    f. **Student Input** – Dr. Ann Horton Lopez
       Committee will meet today at 4:30pm
    g. **Conceptual Framework** – Dr. Karen Granger
       Committee meet on February 22, 2017 to discuss common syllabus. This will be discussed during April's TEC meeting.
    h. **Assessment** – Dr. Serina Cinnamon

Committee will meet on March 23, 2017 at 10:00am in room 316 to continue working on template.

13. **New Business –** No Report

14. **Announcements**
    a. Spring Open House April 8, 2017
    b. TEC Workdays May 23 and 24, 2017
    c. Next TEC meeting Wednesday, April 12
    d. Scholarship Information – deadline April 1, 2017
    e. TEC Subcommittee Spring 2017 meeting dates

Technology and Distance Education – Dr. Lisa Mitchell	**Meetings in SOE room 316 at 2:00 pm** Wednesday, January 11 2pm room 316 CANCELLED due to edTPA at the same time Wednesday, February 8 Wednesday, March 15 (moved to accommodate spring break) Wednesday, April 12
School Partnerships – Dr. Val Ford	**Meetings in SOE room 308** Tuesday. January 24 at 1:00 pm Tuesday, February 21 at 1:00 pm Tuesday, March 21 at 1:00 pm Tuesday, April 25 at 1:00 pm
Policy Review – Dr. Jose Rivera	**Meetings at 2:00 pm Location TBA** Wednesday, February 15 Wednesday, March 22 Wednesday, April 5
Hearing Appeals Board – Dr. Kelly Ficklin	Meetings as needed
Diversity, Recruitment, & Retention – Dr. Cecilia Lara	**Meetings in Dial 243 at 3:00 pm** Monday, January 23, 2017 Monday, February 27, 2017 Monday, March 27, 2017 Monday, April 24, 2017
Student Input – Dr. Ann Horton Lopez	**Location TBA** Wednesday, January 18 at 2:30 pm Wednesday, March 15 at 4:30 Wednesday, April 19 at 12:30 pm
Conceptual Framework – Ms. Karen Granger	Wednesday, January 18 or Wednesday, January 25 at noon – will confirm **Noon SOE Room 316** Wednesday, February 22 Wednesday, March 22
Assessment – Dr. Serina Cinnamon	**Location TBA all meetings at noon** Tuesday, January 17 Meeting added January 26 at 11:00 am Tuesday, February 14

	Tuesday, March 21 Tuesday, April 18

15. **Adjournment 4:17 pm**

Next meeting: April 12, 2017 3:00 pm Education Building room 303.

Minutes Submitted By: Courtney Brayboy

Appendix H

Graduate Council Report

Faculty Senate Report
Graduate Council
May 3, 2017

The Graduate Council met on April 17, 2017. Information most relevant to Faculty Senate is presented below.

The following Graduate Faculty nominations were approved as listed:

Last	First	Degree	Dept	Program	Status	Note
Fevrier	Bradley	PhD	HPER	HPER	Full	
Young	Erica	PhD	Biology	Science Education	Adjunct	1 semester
Norris	George	EdD	ED	Ed Leadership	Adjunct	
Hinson	Ashley	EdD	ED	Ed Leadership	Adjunct	

Graduate Faculty renewals were approved as follows:

Last	First	Degree	Dept	Program	Status	Note
Barbee	Daniel	PhD	PSPA	MPA	Adjunct	
Begnaud	Joseph	MFA	Art	Art	Adjunct	
Decker	Teagan	PhD	ETFL	English	Full	
Fiorentino	Leah	EdD	HPER	HPER	Full	
Gan	Lydia	PhD	Economics	MBA	Full	
Haladay	Jane	PhD	AIS	English	Full	
Hicks	Scott	PhD	ETFL	English	Full	
Locklear	Cindy	MSW	SW	MSW	Prof Affiliate	
Miecznikowski	Cynthia	PhD	ETFL	English	Full	
Morgan	Pamela	MSN	Nursing	MSN	Prof Affiliate	
Poage	Robert	PhD	Biology	Science Ed	Full	
Robinson	James	PhD	Sociology	SSE	Full	
Small	George	PhD	Counseling	PSC	Adjunct	
Webb	Carmellia	MSW	SW	MSW	Prof Affiliate	
Wentz	Charles	MA	Counseling	CMHC	Prof Affiliate	
Ziemnowicz	Christopher	PhD	Marketing	MBA	Full	

Curriculum Proposals: The following proposals were considered and passed:

The Graduate Council heard and approved the following proposals:

- SW course proposal: SWK 6210 Trauma- Informed Social Work Practice
  This course will be a new elective in the Master of Social Work program. It will be added to the current elective offerings in order to provide more options to students.
- MBA program proposal: add two courses as options for the professional enhancement courses (electives)
  DSC 5240 Business Analytics (Prereq: DSC 5050 or equivalent)
  DSC 5600 Project in Business Analytics (Prereq: DSC 5190 and DSC 5240 and DSC 5550)
- ELE Program Proposal
  EDN 5810 Internship delete "Ten Weeks" from the course description.

Graduate School Reports:

Dr. Aiken announced The Graduate School Scholarship winners (new scholarship created this year):

     Ashley Allen, Science Education, and

     Kristen Mayernik, Professional School Counseling.

The Graduate Faculty Mentor Award winner, Dr. Ben Bahr, will be recognized during the Faculty Award Dinner on April 28 (new award, created this year).

The Graduate Council chose **Thursday, April 12, 2018** as the date for 2018 Symposium.

The Graduate Council reviewed enrollment, retention, graduation, and persistence, and demographic data presented by the Dean. Currently, The Graduate School enrollment for fall 2017 is looking positive with close to 10% increase in applications initiated and 25% increase in new graduate students enrolled when compared to last year at this time. Continuing student enrollment is down a bit compared to last year by about 1%.

Grad Council Meetings for 2017-18 academic year (UC Annex room 203 at 3:00 pm) were announced: **September 18, October 16, November 20, January 22, February 19, March 19, and April 16**.

The next Graduate Council meeting will be held Monday, September 18, 2017 at 3:00 pm in UC Annex Room 203.

Respectfully submitted by Dr. Irene Aiken, Dean.

Return to Agenda

Appendix I

Report of Faculty Research Advisory Board

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The Faculty Senate Executive Committee did not request a report from any of the University committees, but they requested a report from the Faculty Research Advisory Board.

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Background:

Faculty Handbook 2016-2017, page 17
UNCP Faculty Constitution
ARTICLE VI. COMMITTEES
Section 10: The Faculty Research Advisory Board shall be a Continuing Committee of the Faculty Senate. It shall consist of not more than seven members to serve three-year staggered terms. The members will be nominated by the Chair of the Faculty Senate and confirmed by the Senate. The Board shall elect a Chair from its membership.

Faculty Handbook 2016-2017, pages 28-29
By-Laws for the Faculty Senate
ARTICLE VI. FUNCTION AND SCOPE OF STANDING COMMITTEES, SUBCOMMITTEES, CONTINUING COMMITTEES AND OTHER COMMITTEES
Section 6. Faculty Research Advisory Board
> A. The Faculty Research Board, a Continuing Committee of the Faculty Senate, shall advise the Faculty Senate and the Chancellor with respect to issues affecting faculty research, scholarly and creative activity. It shall propose initiatives that support faculty research, scholarship and creative activity; consider issues related to these activities submitted to it by the faculty; and monitor the general campus climate for such efforts.
>
> B. The members of the Faculty Research Advisory Board shall be selected on the basis of demonstrated experience in research, scholarly or creative activity and be reflective of a diversity of disciplines. The Board shall meet at least once a semester and more frequently if needed.

Section 10. Other University Committees
Operating out of a commitment to shared governance, the Faculty Senate recognizes the importance of communication among the many parties involved in the life of the university community. According to the AAUP Statement on Government of Colleges and Universities, "a college or university in which all the components are aware of their interdependence, of the usefulness of communication among themselves, and of the force of joint action will enjoy increased capacity to solve educational problems."

To this end, in the month preceding the last Senate Meeting of each semester, the Faculty Senate Executive Committee will review the current university committee lists and select appropriate committees from which to request reports for that semester. Selected University committees (not committees of the Faculty Senate, but committees appointed by the Chancellor or the Vice Chancellors) shall report at the last Faculty Senate meeting of each semester. If possible, the reporting committee should be represented by a member of the Faculty who is also a member of that committee. The Senate, which should also expect a written report of the committee's activities during the past semester, should feel free to ask questions and to send requests to the committee.

Report of the Faculty Research and Advisory Board to the Faculty Senate
5/3/2017

       The Faculty Research Advisory Board held two grant writing workshops with the staff of the Office of Scholarship and Research Programs (OSRP) at UNCP. The workshops numbers were small (N=9) but well received according to the evaluation. Participants indicated that they would like additional information about writing, receiving, and managing grants as well as if possible a book on grant writing, even if it was one per Department. The participants expressed interest in follow-up workshops also. The workshop participants found it valuable to learn from other faculty members regarding their grant experiences.

       The Faculty Research Advisory Board in addition conducted a University-wide survey of faculty perceptions of scholarly and research activities and support on campus. The response rate was 179 individuals or approximately 44% of the UNCP faculty. The results of the quantitative and the qualitative parts of the survey are analyzed below. While this is a beginning analysis of this data some interesting patterns have emerged. Based on the survey results and the results from the grant workshops as detailed below, the FRAB committee suggests that policies regarding research and scholarship at UNCP be closely examined and policies that limit or deter faculty from research and scholarship activities be carefully examined and possibly modified. It is also recommended that OSRP be provided administrative support from possibly employing graduate assistants or an administrative assistant to facilitate communication with faculty and to continually update their web page with specific funding opportunities as well as scholarly activities by the faculty.

Report on survey that estimates the participation of scholarship activities of faculties at UNCP and their satisfaction with OSRP
(Revised)

QUANTITATIVE RESULTS

1. Estimating likelihood of participation in scholarly activities by UNCP Faculty

       The main objective of the survey was to investigate the likelihood of participation in scholarly activities by UNCP faculty. This study estimated factors affecting the likelihood of faculty participation in scholarly activities by using a logit regression model with 179 observed responses of UNCP faculty members. The factors considered are Faculty Ranking, Department/Program Accreditation based on Scholarly Activity, Years at UNCP, College/School, Internal Grant at UNCP and Internal Grant Funding for Support. These factors

are selected based on the possible effects on participation in scholarly activities. See Table 1 for results.

The study predicted that the likelihood of participation in scholarly activities by UNCP faculty members is 81% with the variables controlled in this study based on the 179 surveyed responses. However, several factors explain the likelihood of participation in scholarly activities differently by UNCP faculty. This study finds there is no significant difference between assistant professor and associate professor or professor in explaining the likelihood of participation in scholarly activities; but the sign is positive. Similarly, this study finds that correlation with the department/program requirement is positive but not significant; suggesting that any department's accreditation requirement does not motivate faculty members for their scholarly activities. On the contrary, there is a negative coefficient for the "Years at UNCP" variable; revealing that the more years at UNCP the less participation in the scholarly activities by UNCP faculty. However, the coefficient is not significant.

Out of four schools/colleges, the School of Business, and College of Arts and Sciences have the significant contribution to explain the likelihood of participation in scholarly activities using the Library as a comparison group. But the School of Education did not come as a significant contributor in explaining the participation in scholarly activities at UNCP. This means that if you are in the School of Education, you are significantly less likely to participate in scholarly activities. Finally, this study finds an Internal Grant at UNCP has a strong effect on UNCP Faculty scholarly activities. However, this investigation could not identify the types of internal grants that are most effective since the study did not collect information on types of internal grant used at UNCP. Internal grants are statistically significant to scholarly activities at UNCP.

Table 1: Estimating likelihood of participation in scholarly activities by UNCP faculties

Variables	Coef.	Std. Err.	z	P>|z|
School of Business	2.03296	1.0318	1.97	0.049
Dept/Program accreditation based on scholarly activity	0.54903	0.68062	0.81	0.42
School of Education	1.34604	0.89767	1.5	0.134
Arts and Sciences	2.39395	0.62237	3.85	0
Asso. Prof.	0.6579	0.75079	0.88	0.381
Full Prof.	1.62607	1.13502	1.43	0.152
Numbers of year at UNCP	-0.0659	0.04392	-1.5	0.134
Internal Grant at UNCP	3.23265	1.09223	2.96	0.003
Intercept	-0.9922	0.5051	-1.96	0.049

N=179

2. Estimating likelihood of ORSP Services Satisfaction

Another important analysis conducted in this survey is the estimation of effectiveness/service satisfaction of OSRP at UNCP. The variables/factors considered to explain the service satisfaction of OSRP are Research perception, Years at UNCP, College/School, Current Ranking, Department/Program Accreditation based on Scholarly Activity and Internal Grant Funding for Support. Results are given in Table 2. This study finds the likelihood of service satisfaction of OSRP at UNCP was explained by about 33% of the data based on the 179 surveyed data. However, different controlled variables have explained differently. Of the 179 respondents to the survey, only 59 (33% actually have used the service of the OSRP in the past) responded that they had used the services of OSRP. Among those 59 respondents, 66% were either extremely or moderately satisfied with the services and 18.4% expressed moderate to extreme dissatisfaction with the services. Faculty perception of research tends to explain satisfaction with OSRP performance negatively; however, this variable is not significant

statically but the Department/Program Accreditation based on Scholarly Activity appeared to be

significant positive to explain the likelihood of ORSP Services Satisfaction. Suggesting that if

the Department/Program Accreditation is based on Scholarly Activity, then the likelihood of

satisfaction with the service provided by OSRP increases.

While looking at the effects of School/College had on explaining the likelihood of

satisfaction with the service provided by OSRP, only School of Business out of three colleges:

Education, Arts and Science and Library, explains significantly but with a negative sign. Further,

higher the years spent at UNCP, the likelihood of explaining the satisfaction with the service

provided by OSRP decreases; however it is statically insignificant. This study finds faculty who

have received an Internal Grant at UNCP has strong effect on explaining the likelihood of

satisfaction with the service provided by OSRP. Suggesting that if a scholarly activity is based

on internal grant at UNCP, the likelihood of OSRP job satisfaction increases. A surprising

finding since the OSRP does not administer internal grant applications or services.

Table 2. Estimating likelihood of ORSP Services Satisfaction

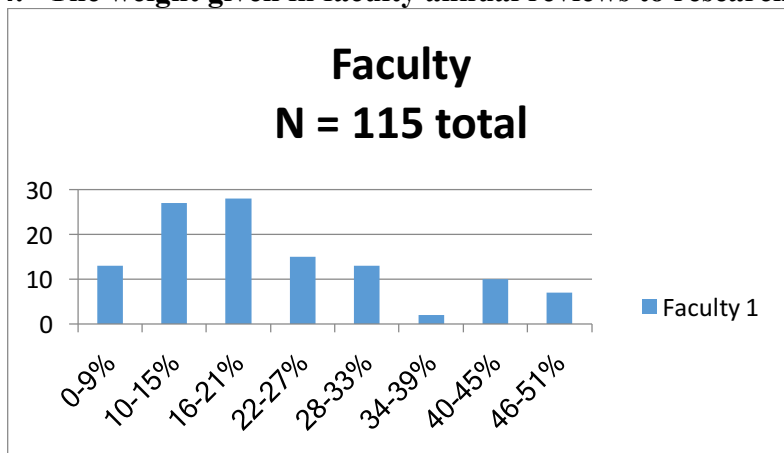| Variables	Coef.	Std. Err.	z	P>|z|
Perception of research	-0.1244	0.64011	-0.19	0.846
Dept/Program accreditation based on scholarly activity	1.10081	0.42387	2.6	0.009
School of Education	1.00883	0.80748	1.25	0.212
Arts and Sciences	0.55326	0.68463	0.81	0.419
School of Business	-2.6484	1.27992	-2.07	0.039
Full Prof.	0.30889	0.49836	0.62	0.535
Number of years at UNCP	-0.0124	0.03017	-0.41	0.681
Internal Grant at UNCP	1.87886	0.42955	4.37	0
Intercept	-2.2722	0.69219	-3.28	0.001

N=179

Qualitative Results from the Faculty Research Survey

3. **The faculty described what scholarly research activities meant to them in a variety of ways and it was apparent from these responses that these activities were very important to them. See themes as listed below:**
   - Personal academic growth and contributing to the profession – giving back (many)
   - The reason why I became a professor – a part of my identity
   - Informs how and what I teach
   - Collaboration (many)
   - Innovative and creative and keeps me professionally stimulated
   - Includes performances, conference presentations, lectures, recitals, clinical appearances
   - Keeps me current in my teaching and in my field and keeps me connected (many)
   - Evaluation of myself by my peers, peer review, affirms credibility
   - Supports me in my personal growth
   - Allows me to grow intellectually – intellectual curiosity
   - Mentoring other researchers in my field, mentoring students (many)
   - Improves teaching skills (best practices)
   - Personal gratification – intrinsic motivation - keeps me motivated
   - Gaining new knowledge, generating and disseminating knowledge (many)

4. **The weight given in faculty annual reviews to research was reported as follows:**

5. **Respondents represented a wide variety of research areas and interests:**

<u>Health</u>
   - Nurses on Boards; Nurses Voting; Nurse Workforce
   - Special Events, Body image

- Cultural understanding of health; rural health and health disparities; minority health
- Geropsychiatric nursing
- Fundamentals of nursing, medical surgical nursing, pharmacology mental health leadership

Psychology

- Behavioral Disorders
- Developmental/School Psychology
- Urban sociology
- Counseling and psychology

Mathematics and Computer Science

- Computer Science
- Networking, Algorithm and Security
- Information technology, information retrieval
- Mathematics
- IT

Business

- Taxation
- Organizational crisis management; supply chain management
- Stock trade, international business
- Accounting II
- State and local government accounting and financial reporting
- Management and international business
- Marketing
- Finance/economics

Sciences

- Ecology
- Fermentation
- Immunology, pharmacology, molecular biology
- Systems biology
- Vertebrate physiology
- Analytical chemistry
- Animal behavior
- Biology (behavioral ecology)
- Wetland mitigation and restoration; ecological surveys
- Physiology, neurobiology, electrophysiology
- Organic synthesis of radio sensitizers
- Molecular biology/microbiology/cellular biology/molecular genetics
- Environmental science
- Wildlife ecology and conservation, animal behavior, evolution

Political Science and Public Administration

- Emergency Management, Public policy
- Organizational Behavior
- Media law, health communication, gender and media
- Prejudice, discrimination and modern racism
- Political communication, research methods, data science, political polarization, communications theory
- Constitutional law
- Post-communist politics
- Healthcare
- Cataloging, history, political science

Education, Counseling, and Social Work

- Teaching and Learning Online; Learner Motivation; Teaching and Learning with Technology
- Language and literacy education
- Athletics/football/physical education
- AI in Education
- Online teaching and learning, teacher preparation
- Equity education/school social work/online education in social work
- Teacher induction, instructional technology, elementary instruction
- School counseling
- Elementary math
- BSW education
- Psychical education
- Early childhood development, developmental disabilities, action research
- Teacher education
- Cultural diversity, early childhood and early special education online programming
- School administration, finance, superintendence, principalship
- Counselor education
- Social work
- Children and adolescents
- Social Inequalities, work, family, and food
- Mental health, domestic violence, social work education teaching methods

Community and Civic engagement

- Service learning, at-risk freshmen
- Intimate partner violence

History, Culture, and Literature

- Book history, bibliographic studies, 18th century British literature

- Speech, Theatre, and African American Literature
- Literacy
- Victorian literature, British novel, world literature, film adaptations, teaching literature and of writing
- African American and environmental literatures
- Hydrology/environmental geology
- Geology
- Cultural landscapes, geospatial technologies, archaeology
- Biblical texts; ancient economics; ancient history; second temple Judaism
- Modern European history
- American history
- Communication history, gender studies
- Migration globalization
- Creative writing (poetry) composition, 17th and 20th century English American literatures
- American civil war
- Latin American history
- British history
- Theology; religion and culture

Music, Art, Mass Communication, and Theatre

- Jazz performance, electronic music
- Costume design
- Technical theatre
- Digital/new media art, design, history of technology, online publishing, graphic design, photography
- Theatre and communication
- Painting
- Journalism
- Mixed methods research, corrections, victimology, digital media crimes
- Mixed media visual arts-drawing, design, digital
- Pedagogy, Milton, and film

Library

- Library research
- Library and information science

6. **Support for scholarly activities at UNCP were listed as follows:**
   - Internal grants including summer research grants, new faculty grants, supplemental funds from the Teaching and Learning Center, faculty research and development grants, RISE funds for research, early career grants, PURC funds for undergraduate research.
   - Course reduction to a 3/3 course load

- Excellent library resources and support were listed as very important by several individuals, including access to electronic journals
- Travel to other institutions to collaborate with other individuals as well as travel to conferences
- Graduate research assistants
- Space and lab facilities – infrastructure
- Student assistant
- A lack of support for software required by faculty for research other than SPSS was noted

7. **The type of support for scholarly activities at UNCP that faculty WISHED that they had were as follows by themes as revealed by the data:**

INCREASED SUPPORT FROM THE OFFICE OF SPONSORED RESEARCH AND PROGRAMS

- Help in identifying sources, especially smaller awards, help finding grants, help with administrative work upon receipt of grants
- Tips for developing collaborative work with colleagues in the school and the UNCP community
- Checklists of who does what and how to complete
- Statistical Consultation
- Management of grant funds and help with developing budgets for grants
- A central location to connect me with grant opportunities
- More information on how to write grant
- Training necessary for research such as IRB
- Mentoring program for junior faculty that includes grant-writing workshops and ongoing training regarding IRB and research methodology.
- Grant writer, better post award management, professional networking and expertise database creation
- Coordination of collaboration across departments for scholarship and innovation
- More clarity on how to complete paperwork in Banner to include issuing contracts. More detailed information of how departments should handle course releases
- Lack of reporting on the number of proposals submitted and funded each year at UNCP

INCREASED TRAVEL AND FUNDING FOR RESEARCH

- Increased travel budget to present at conferences
- Funds to help with publication costs as well as submission of scholarly work fees
- Travel funds and support to do research
- Greater support for tenured faculty, especially those at the full professor rank
- Support for lecturer positions to do research
- A commitment to faculty sabbaticals for research

INCREASED STUDENT ASSISTANTSHIPS FOR STUDENT RESEARCHERS

- More graduate and undergraduate research assistants and access to those students who are interested

INCREASED COURSE RELEASE FOR RESEARCH ACTIVITIES

- Directed leave should be returned to every three years
- Time via reduced teaching load
- More semester-long research leave opportunities, with a clearer and better publicized process for applications, would make a big difference.
- More time allocation available for faculty to pursue research (course reductions), more facilities for research

MORE SPACE AND SUPPORT FOR EQUIPMENT, BOOKS, MATERIALS, AND SOFTWARE

- Greater support for the library to secure electronic resources needed for research
- More and additional software support available for research endeavors

8. **When asked about what the main barriers were to conducting scholarly activities at UNCP, faculty had many responses of which six responses indicated that there were none, however, the others were organized and explained further by the themes below:**

TEACHING DEMANDS AND LACK OF TIME

- Too many advisees (80 to 100). Takes hours and hours to advise students (many)
- Too many administrative responsibilities (many)
- Heavy Teaching load and little flexibility in scheduling (many – over 50 responses)
- New course preparations each semester
- Insufficient leave for research – should not have to wait three years after achieving rank (many)
- Understaffed departments so heavy teaching and greater administrative loads

POOR SUPPORT FROM SUPERVISORS AND ADMINISTRATORS

- Lack of institutional support (many)
- Inconsistent support for such activities across administrators (many)
- Institutional attitude – lack of recognition for scholarly activities during and after (many)
- Inadequate recognition of the role of scholarship in affirming excellence;
- Weak scholars in administrative positons such as chairs
- Lack of reward system for scholarship
- Unclear tie between tenure and scholarship
- Lack of support from departments

- Lack of a culture where scholarly activities are valued (many)