**Fall Faculty Meeting**

**Oct 31, 2016**

**Cox 206**

**noon-1:30**

Dean Braden welcomed the faculty and called the meeting to order.

He began the meeting by sharing slides of our faculty in the college who are working on high impact practices in the community and international/national scholarship.

Examples

1. Jason Miller and Vicki Gallagher- Danny Glover visits and MLK event - Experiencing NC State
2. Lori Foster- Behavioral Social Sciences Team at the White House
3. Bell Boggs- a review of her book was featured in NY times best
4. Andy Taylor- held an event during election season
5. Blair Kelly- visited the National Museum African American and Culture.
6. Distinguished Alumnus Gentry Smith attended the Gala of the Stars. Alumni Harold Pettigrew and Chris Hondros were also honored.

Dean Braden presented on two major topics.

* Campus Climate
* Resource Allocation

Campus Climate discussion

* We have the disciplines that inform and study diversity. Therefore, our college should take leadership to deliver and offer meaningful dialogue to advance our campus climate for inclusion.
* Our departments have recruitment and retention plans in place that includes three intentional goals/strategies that assist us in recruiting diverse faculty, and three intentional goals/strategies that assist in retaining them.
* Approximately 4 weeks ago there was a racial incident on campus.
* Since then, the Chancellor has created a communication taskforce (Bias Incidence Response Team) that is charged to develop protocols for responding to these types of incidents.
* Social media has compressed the time frame in which to understand and respond; therefore, we must also be proactive in developing and sustaining a positive campus climate.
* The college’s diversity faculty committee has been charged by the dean to make recommendations that will help empower faculty to address issues.
* Our first college town hall meeting will be held on Tuesday, Nov 15 at noon in Caldwell lounge.

Resource Allocation discussion

* Dean Braden welcomed the faculty’s input on how the college is to reallocate resources. This includes money, space and people.
* Our college will acquire Page and Mann Hall because of NC Connect bond. The bond however does not include the money to renovate. Our current plan is that, sometime in the next 2-4 years:
  + Psychology will vacate Poe Hall and move into Mann.
  + The Dean’s offices will move from 3 different buildings into Page. This will free up space in Caldwell, and reduce what we spend on off-campus space for research.
* The faculty space committee makes recommendations. This committee is chaired by Dr. Birkland.
* 12 cell matrix is how UNC system funds us and how legislative funds UNC system. For every credit hour we get a certain amount of money.
* The University may have to give back $10-18 million due to our inability to meet enrollment projections, especially at the graduate levels.
* Our college will hold some funds in reserves; we hope that they are sufficient to meet any shortfalls we have.
* The Provost partnered with the Dean this year to provide to either bring faculty up to the minimum salary for their rank and discipline, or 10% (whichever was less).
* The college was able to continue to hire new faculty; because we have held reserves, we did not have to pull any money back from departments to meet a 1.63% reduction imposed on us by central administration for FY 16-17.

We have seen a steady drop in credit hour production in the college over the past five years. Given the expectation that the provost will move to a SCH-driven increase/decrease model in FY 17-18, we cannot sustain our current recurring budgets and continue to decline in SCHs. Our declines have been due to a number of factors, including

* Changes in the GEP which reduces students’ requirements to take our courses
* Shift to increase STEM undergrad admissions (which has tamped down our majors)
* Better retention of those admitted to STEM majors (reducing our intra-campus transfers)
* Intent of legislature to use community college so that students are fulfilling their GEP requirements before they arrive on campus
* Better students are applying, who bring more AP credits with them (thus reducing the number of courses they take in our college)
* We are graduating students quicker, so they take fewer courses.

One positive factor: We have done an excellent job of hitting our graduate enrollment targets as a college. Although individual graduate programs sometimes over or under admit, as a college, we have been spot on due to the great work of our DGPs and Academic Affairs office.

How is college responding?

* The dean and his direct reports held a retreat this August, which the provost attended. They discussed using data to inform but not drive decision making. Data includes SCH’s, headcounts, faculty, funds/money, and other data available within the university.
* The Provost hired Mary Lelik to develop better internal data tools, and to explore use of external tools (e.g., Academic Analytics). Currently, data across campus are often stored in different systems, and the systems often do not talk to each other, or are especially useful for financial planning. We are improving, and our college is among the leaders in helping faculty, staff, and administration understand and use data to inform decisions.

We will be moving to an internal (re)allocation model within the college that will adjust recurring budgets. We anticipate developing recommendations this winter, and discussing them in the spring. We are eager to come to department meetings to share our thinking, progress, and data analytic tools to increase our faculty’s understanding of our progress and implications for our college resources and their distribution in the future.

Dean Braden dismissed the meeting at 1:30 p.m. The next faculty meeting will be held in February 2017, and will be a joint meeting with faculty from the College of Sciences. Location TBD.