

University of North Carolina at Asheville
FACULTY SENATE MEETING
Minutes, November 4, 2010

Senate

Members: R. Berls, R. Bowen, G. Ettari, V. Frank, E. Gant, G. Kormanik, B. Larson, T. Meigs, S. Mills, K. Moorhead, G. Nallan, L. Nelms, K. Reynolds, L. Russell, B. Schaffer, M. Sidelnick, S. Subramaniam; J. Fernandes.

Excused: G. Boudreaux.

Visitors: G. Ashburn, T. Brne, J. Cone, E. Katz, J. Konz, K. Krumpe, L. Langrall, M.L. Manns, R. Pente, A. Shope.

I. Call to Order and Announcements

Dr. Frank called the meeting to order 3:18pm and welcomed Senators and guests.

Dr. Frank said he was very appreciative of all of the people who came and expressed their solidarity and their support at the memorial service held for Bill Haas today. A moment of reflection was held to remember Bill Haas and all of our colleagues who have passed away.

II. Approval of minutes

The minutes of October 7, 2010 were approved with two editorial corrections.

III. Executive Committee (EC) Report

Dr. Volker Frank reported for the Executive Committee.

The Executive Committee is aware of many conversations that occur on campus and it often receives messages of concerns, critiques, criticisms and sometimes rumors. He encouraged senators to be more attuned to the conversations because there may be times when the Senate can express a voice in the matter. He believes faculty will appreciate this because it is the EC's impression that faculty do not always know who they should talk with. He asked senators to have a greater presence on campus and to welcome suggestions and feedback. The Senate may have an email address to receive comments from the campus.

Reaffirmation Update: Mary Lynn Manns

Dr. Manns estimated that 160 usable ideas have been submitted among all the faculty and staff on campus. Data have been gathered from four world cafés. The QEP leadership team is working on a separate category survey for students. The team will categorize all of the ideas and in December a survey will go to all faculty, staff, students and alumni to select a topic from 5-8 choices. The team will review the survey results, define our topic and obtain approval from the governing bodies. Dr. Manns plans to visit student groups as well as academic departments.

Students have been involved in this endeavor: students in marketing have designed a QEP logo and continue to do the publicity for the QEP as one of their class projects; students in psychology are helping with some of the data analysis; and an education major ran one of the world café sessions.

Athletic Department: Janet Cone

Janet Cone, Athletics Director and Senior Administration for University Enterprises, gave an annual report on Athletes and an update on our NCAA recertification. She thanked Dr. Keith Krumpe, Dr. Herman Holt and Ms. Terri Brne who are in charge of our NCAA recertification that is now in its third cycle. Broad based participation is key. She noted important issues in this third cycle:

- Gender equity: preparing a new five-year plan to comply with Title IX.
- Diversity: preparing a new five-year diversity plan for the next cycle.
- The NCAA was on campus this week: 45 staff members in Athletics participated in the diversity

- training; all 185 student-athletes and many students participated in the diversity training.
- The NCAA requires an annual progress report that measures recruitment and retention of student-athletes. The Athletics Department APR (academic progress rate) for 2009-10 is 984 out of 1,000. The NCAA benchmark is 925. The graduation success rate is presently 64%.
 - Budget:
 - Anticipated Revenue: \$4,575,236 (student fees, fundraising, NCAA money)
 - Anticipated Expenses: \$4,565,050
 - Student-Athlete Scholarships for 2010-11: \$1,711,250 (includes out-of-state tuition waivers)
 - Required outside audit of Athletics is underway. We have been in the black for the last six years.
 - The Equity and Disclosure Act (EADA) report required for the university to receive federal funds has been submitted. This will become a public document.
 - All 185 student-athletes are competing in some way – these are some of our best students on campus. Thank you for supporting our student-athletes.

Sense of the Senate Resolution on Academic Freedom: Gary Nallan

Dr. Nallan said one would think in this country that the Bill of Rights and Freedom of Speech would protect our academic freedom, however there have been some troublesome court cases including Supreme Court cases. The Faculty Assembly has passed a resolution on academic freedom and the Faculty Assembly leadership has asked each campus to pass a resolution. The AAUP has also urged campuses to pass a resolution. Dr. Sidelnick made three editorial corrections.

Dr. Nallan made a motion to approve the resolution. Dr. Larson seconded the motion. The resolution passed as amended without dissent and became Senate Document 0610F. The resolution follows:

Sense of the Senate Resolution on Academic Freedom

Whereas, academic freedom is fundamental to the successful fulfillment of the teaching, research, and service missions of the University of North Carolina at Asheville; and

Whereas, there is concern that the constitutional protection of faculty is being abridged so there is now a need for more institutional protection of the academic freedom of our university; now therefore

Be it resolved that the Faculty Senate of the University of North Carolina at Asheville fully endorses the "Resolution on Academic Freedom" that was recently passed by the UNC Faculty Assembly; and

Be it further resolved that the Faculty Senate of the University of North Carolina at Asheville requests that Chancellors and Chief Academic Officers of the constituent institutions, together with the UNC Board of Governors, the General Administration, legal counsel, and Faculty Assembly delegates, convene a review committee to make recommendations for changes to the UNC Code that reflect an understanding of the "Statement on Academic Freedom."

Position Allocation Committee

These faculty members serve on the Position Allocation Committee:

Sophie Mills (Faculty Senate representative)
 Herman Holt (NS) Alan Hantz (SS)
 Rodger Payne (Hum) Mark Harvey (Programs)

Tuition Committee

Three senators have agreed to serve on the Tuition Committee:

Mark Sidelnick
 Bryan Schaffer
 Eric Gant

IV. Faculty Welfare and Development Committee

Dr. Gary Ettari reported for the Faculty Welfare and Development Committee.

Second Reading

The following document was considered for Second Reading:

FWDC 3: Revision to Procedures Faculty Grievance
(Revision of SD4089S, SD4189S; Faculty Handbook sections 3.6 and 14.2)

In FWDC 3 the appropriate sections of the Faculty Handbook are modified in order to incorporate changes made to UNC Policy 101.3.2. In addition, an attempt is made to separate the two sections of the handbook that deal with the protocols for dealing with grievances. Section 3.6 deals with the procedure for filing a grievance, responsibilities of mediation and the Grievance Committee. Section 14.2 deals with the constituency of the Grievance Committee and the responsibilities of the Faculty Senate.

The major change in the procedure is to require mediation in any grievance filed pursuant to the UNC Code, Section 607. It specifies that a mediator must have formal training, but does not necessarily have to be a member of the faculty or staff. It is up to the discretion of the Universities as to whether a faculty committee should be the route of appeal if a decision is made not to promote. This role is given to the Faculty Committee on Hearings.

Ms. Nelms asked how many people on campus are trained in mediation. Dr. Ettari said Dr. Friedenberg is trained. Mr. Rusty Marts in Human Resources has a list of mediators that can be submitted, but they must be agreed to by both parties. An editorial correction was made.

Dr. Russell moved approval of the document. The motion was seconded by Mr. Berls. FWDC 3 passed as amended without dissent and became Senate Document 0710F.

V. Institutional Development Committee/University Planning Council Reports

Ms. Linda Nelms reported for Institutional Development Committee and University Planning Council.

Sense of the Senate Resolution on Externally Generated Initiatives

Ms. Nelms said she received feedback on the resolution she read at the last meeting and minor changes have been made. In a friendly amendment the words "...and practice..." were added.

Dr. Kormanik requested background in the development of the resolution. He questioned whether we should limit ourselves to things to originate off campus because things originate on campus as well that do not have the appropriate discussion and input and procedures followed.

Ms. Nelms said this resolution was designed for a specific eventuality that has occurred more than once and it gives all of us a way of addressing it. It is not designed to address initiatives generated on campus but IDC is not ignoring that issue. Mr. Skip Capone has been invited to their December meeting and they will discuss making sure existing policies are practical and that they are carried out. IDC plans to address on-campus initiatives in a separate resolution. The Sense of the Senate Resolution passed as amended without dissent and became Senate Document 080F. The resolution follows:

Sense of the Senate Resolution Externally Generated Initiatives

Given that a number of initiatives and directives have recently originated off campus;

Given that these initiatives often have a strong impact on our students, faculty and staff;

Given that the campus historically values the concepts and practice of shared governance;

Given that initiatives generated off campus have not come through the processes that are in place on our campus to encourage review and shared governance; and

Given that the faculty has witnessed an increase in such initiatives and has no reason to believe that they will cease;

We resolve that the Senate request that the Chancellor, the Provost, or their designee(s) contact the Executive Committee of the Faculty Senate or their designees at the earliest possible time after receiving an initiative or directive that will impact students, faculty, and/or staff.

That the Executive Committee (or designees) determine the appropriate committee to work with the administration to address those areas where the initiative will affect students, staff and/or faculty. When possible and appropriate, this should be a standing committee. When circumstances require, the Executive Committee will appoint an ad hoc committee. The specific responsibilities of the committees may vary based on time constraints and on the nature of the charge. The committee will work with the administration and report to the Faculty Senate.

The process should function to ensure that both the faculty and the administration are equally aware of the issues surrounding the initiative, and to help maintain our tradition of shared governance and our practice of transparent leadership. Further, the process might help shape such initiatives to give the maximum benefit and the minimum stress, and prepare the campus to address foreseeable consequences. In some cases, the process may allow for interventions that may alter the consequences and affect implementation.

Institutional Development Committee (IDC)

Highlights of conversation with Dr. Bill Spellman, Executive Director of COPLAC (Council for Public Liberal Arts Colleges), on October 22:

- The COPLAC schools now range in size from 800 at New College to 7,500 at Sonoma State. COPLAC schools have a wide variety of strategies for dealing with economic hardship:
 - Some strategies depend upon enrollment growth, especially in those areas where the legislature bases funding on enrollment growth.
 - Some are turning to summer school and other areas for possible fund raising. Space utilization – making money from resources that already exist.
 - Have personal level undergraduate research, internships, and lab courses counted in the faculty workload. St. Mary's accomplished this.
 - Raise tuition. UNC Asheville has the lowest tuition of any of the COPLAC schools.
- When asked about the administrative structure on our campus, Dr. Spellman affirmed that our administrative structure is relatively lean.
- Forty-six percent of our budget comes from state appropriation.

IDC discussed endowed professorships and identified problems with the contracted release time:

- Is a burden on other faculty in terms of the Delaware Study.
- The spirit of teaching on campus is that teaching is our focus. Many times the endowed professorships are not necessarily focused on teaching.
- Questions were raised: Is there accountability in terms of endowed professorships?

These solutions were identified:

- Say no to endowed professorships, or rotate them, especially to allow for projects to be developed.
- Explore their accountability.

IDC discussed money raising activities/potential for *Summer School, MLA, and Great Smokies Writing Program*.

Problems associated with Summer School:

- Faculty salaries / sporadic offering of courses.
- No recognition of students as part of student count for departments.

- Maintenance costs on buildings.

Potentials:

- Destination use of dorms and facilities.
- Typically 825 to 952 students are enrolled.

Questions:

- Why can summer school not count as part of a 4/4 teaching load?
- Why does enrollment in summer class not count as part of the FTE student count?

The MLA program brings in \$150,000 and the bulk goes to the academic budget. Why not offer more MLA courses? One potential graduate program is the *Great Smokies Writing Program*, but it is part of the public mission of the university.

IDC discussed concern for support services, especially issues regarding maintenance staff, but also for faculty in terms of:

- Security that is provided.
- Internal control over quality.
- Sense of community.
- Quick response to immediate and unexpected needs.
- Support for Student Services, specifically the Writing Center.

University Planning Committee (UPC)

Highlights of UPC meeting:

Chancellor's Update 10/28/10:

- UNC system President Tom Ross's starting date has been moved up to December 10th. Additional UNC-GA staff changes include the retirements of Dr. Alan Mabe, VP for Academic Affairs and Mr. Ernie Murphy, VP for Finance. The statewide UNC Staff Assembly has noted UNC Asheville for its *best practice* in how we recognize staff achievement and consult with staff on a variety of issues. The NC Arboretum has been part of our budget for the last twenty-five years but plans are underway to have it report directly to UNC-GA next year. This administrative change will require legislative action to implement and will have no impact on our budget. It may clarify areas where inclusion of the monies for the Arboretum as flowing to UNCA can be misleading. Ms. Riley announced that UNC Asheville has won first place awards in three categories from the Public Relations Association of Western North Carolina. The three awards are for our new web site, an article by Ms. Jill Yarnall on Dr. Pierce's book on NASCAR, and our admissions and recruiting publication campaign.
- Budget discussion. Chancellor Ponder voiced concern over the level of anxiety within the UNC Asheville community, especially among the least powerful. The first thing to consider is that we are not considering changes in this year's budget. Senior staff members are meeting with their constituents. Chancellor Ponder noted that budget and personnel decisions will be made within Vice Chancellor areas. She is working closely with CSAC to solicit questions from the campus in preparation for the budget forum before Thanksgiving break. Additionally, there has been no discussion of furloughs at this point. Discussion of low morale in the housekeeping staff was discussed. No outsourcing decisions have been made. Mr. Pierce stated that we have peer facility cost data and our housekeeping costs per square foot are higher than the UNC average. He indicated that the planned budget cuts may be hard to do without outsourcing but no decisions have been made. Chancellor Ponder stated that it's important to acknowledge the unknowns as it is likely to be next year at this time before we have a definitive budget. The budget cut plan we submit allows us to demonstrate the significant harm that would occur as a result of the most serious of the possible cuts. A number of UPC members noted the harm to our community that would be caused by outsourcing.
- UPC discussed the attached *University Strategy for 2011-13 Resource Allocation* document and made a number of substantive and editorial suggestions. Additional suggestions should be sent to Ms. Riley. A vote on the document will be taken at the next meeting.

- Ms. Hamby-Secora summarized funding priorities in general: (1) matching gifts; (2) growing the annual fund through flexible dollars; (3) scholarships; (4) faculty support; and (5) programmatic support. Concern was expressed about raising money for endowed professorships and a preference was given for professorships that could be rotated among existing faculty.

N.B. Some of the wording of this report is taken from the minutes of the UPC meeting.

VI. Academic Policies Committee

Mr. Rob Berls reported for the Academic Policies Committee.

APC has been looking at the ILSOC report in terms of its format and the effectiveness of the updates that were made last year. It is sending several suggestions back to ILSOC.

APC plans to submit a revision to SD0808F with a five year schedule on assessment of ILSOC and the foundation courses.

VII. Administrative Reports

Academic Affairs: Provost Jane Fernandes

Task Force on Curriculum – Committee on Faculty Workload

Academic Affairs is continuing to work on a schedule that will allow us to offer required ILS courses and required courses for the major, and to reduce every other kind of course to the maximum extent possible. The challenge is to deliver our curriculum without over relying on adjuncts and reducing reliance on lecturers. In the long term a lot of people are concerned about how we will sustain a curriculum that seems to be too large or too complex.

Dr. Fernandes plans to follow the Senate Executive Committee's suggestion that she establish one task force, first to work on a model of faculty work with a goal of an approved teaching load from the Board of Governors at 4-3 or 3-3. We need to have a draft model by February for the BOG meeting in March. To accomplish this, the curriculum will have to be significantly pruned.

We need to start now thinking about what kind of university we want to be when we regain economic momentum. One important question: Do we want to be comparative to many COPLAC institutions' liberal arts curriculum or do we want to maintain any, some, or all of what makes UNC Asheville a distinctive curriculum? There is a danger of cutting out what makes us distinctive and we need to weigh whether or not that is what kind of university that we want to be. Faculty will be contacted soon to serve on this group and begin working on the model of faculty workload. Senators were asked to nominate faculty to serve. The Senate will have a critical role in whatever discussions are made.

Discussion

Senators asked:

- What percentage of the ILS curriculum is carried out by adjuncts and one-year lecturers?
 - The percentage is unknown at this time, but APC is working with Institutional Research and ILSOC to forewarn appropriate committees/people of potential shortfalls in the ILS program.
- Will we continue to offer classes outside a particular department's offerings for honor students?
 - Dr. Fernandes believes these courses will be offered.
- Will part of the charge to the task force be to come up with a resolution of what makes us distinctive?
 - Dr. Fernandes said the first charge will be to work on the faculty workload model. She anticipates that the second charge will be to have a campus-wide conversation to develop a campus-wide consensus on what we want to be that establishes some priorities that make it possible to make decisions. We need to know what is important for us to maintain regardless of the economy and what curriculum is needed to support that goal long term.
- What is the current level of concern?
 - Dr. Katz said they need to talk with departments to ensure that the information they received is accurate. So far it looks pretty good. Ms. McClellan said that does not mean there are not areas of concern. We will not be able to offer the same schedule. Dr. Katz said LSIC offerings are pretty solid; in some sections of humanities we need to either offer additional sections or raise the

number of seats or some combination. Arts and Ideas looks pretty good and they have plans to increase the number of seats.

Dr. Frank said it will be important for that task force to be as clear as possible about the premise, otherwise it will be a hypothetical exercise in wishful thinking.

Climate Report

Last year, the Diversity Action Council (DAC) undertook a survey to gain insight into the perceptions of faculty, staff and students on our campus climate. The Executive Committee has invited the DAC to the Faculty Senate meeting in December. Survey results are available at: <http://www2.unca.edu/aa/Campus%20Climate%20Survey%202010.pdf> .

Dr. Fernandes said next month is the best time to talk with the DAC about our response to the report. The DAC has suggestions for immediate action steps:

- focus on hiring more diverse faculty
- have campus-wide discussions at the department level about how departments can respond
- focus on transfer students who presented themselves as a repressed category in the climate survey and take steps to improve it:
 - synchronization for transfer students
 - DAC will work with Alliance to analyze domestic partner benefits
 - Professional development in diversity for faculty and staff will be a priority

Questions

- Dr. Nallan asked Dr. Fernandes why transfer students presented themselves as a repressed group.
 - Dr. Fernandes said she believes it starts at the time that they apply and the sense of being frustrated about how to establish a clear path to graduation. We have a lot of community college students who transfer in and they have difficulty with this time consuming process. Transfer students say they hoped that they would be very welcomed, but they find in a variety of ways that they feel marginalized. For example many have families and are nontraditional students; they would hope to have more options for when classes are offered – even Saturday classes or evening classes. They also say that they face some issues with their student peers. Traditional undergraduate students do not know how to interact with them, or chose not to interact with them.
 - Dr. Frank said another concern for transfer students is that they do not have a greater say as to what transfers in. They may accumulate more credits and then they receive a surcharge.
 - Dr. Fernandes said there is also angst, bordering on resentment, about our Latin honors policy. She hopes to talk with the Latin Honors Committee this spring about reconsidering our policy.
- Dr. Nallan asked if that would be a committee decision or an APC matter.
 - Mr. Berls said it went to the Honors Committee and APC supports their decision. APC will have another discussion to address the concerns to leave the hours at 75 and what would be a compromise if one can be reached. It is a community-based decision, any change in policy would come from APC to the Faculty Senate for consideration.

VIII. Old Business

There was no Old Business.

IX. New Business

There was no New Business.

X. Adjourn

Dr. Frank adjourned the meeting at 4:30 pm.

Respectfully submitted by: Sandra Gravely / Executive Committee