

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

**FACULTY SENATE SPECIAL SESSION**  
**Regarding**  
**Faculty Representation on the Chancellor Search Committee**  
January 30, 2014; 3:15 p.m.  
**Red Oak Conference Room**

Senate

Members: M. Burchard, C. McKnight, G. Kormanik, K. Betsalel, R. Bowen, M. Cameron,  
D. Diefenbach, D. Eggers, B. Hobby, S. Kaplan, K. Ray, R. Roig, M. Stratton, J. Wingert.

Excused: L. Bond, M. Galloway, B. Hook, S. Walters

Visitors: B. Butler, V. Derryberry, H. Holt, J. Konz, P. McClellan, M. L. Manns.

**I. Call to Order and Celebratory News:**

Dr. Burchard called the Special Session of the Faculty Senate to order. The purpose of this special meeting is to elect five faculty members and one alternate to represent the faculty as a whole in the upcoming search for our chancellor. Her understanding is President Tom Ross will formally charge this committee at a meeting on February 14<sup>th</sup>. On the search committee, there will also be representatives from the Board of Trustees, Administration, Staff and Students. It is not yet known who all these people will be. Her understanding is King Prather, Chair of the Board of Trustees, will chair this committee.

**II. Statements from Nominees:**

Dr. Burchard introduced the nominees that were present. She wanted to give them the opportunity to address the Faculty Senate. She also had messages from nominees who could not be present. She read these messages to the Faculty Senate.

Nominees have an opportunity to address Faculty Senate.

Dr. Herman Holt thanked those who nominated him. He would be honored to serve on the Chancellor Search Committee. He has a faithful commitment to the university and liberal arts. He has been on other search committees where they hired members of faculty who later became leaders at the university. As the Faculty Athletics Representative, he had direct access to the chancellor. The experience of that relationship should be of help to the Chancellor Search Committee. He believes he can make rational decisions as well as consider alternative viewpoints by other members so they can make a very good decision for the next leader of the university. Thank you.

Dr. Brian Butler first wanted the Faculty Senate to understand that he went to Dr. Burchard wanting to serve on this search committee. When he saw the rules, he thought he couldn't serve. However, Dr. Burchard told him that she would recuse herself rather than eliminate his opportunity to run.

Dr. Butler said, as a board member of the Black Mountain Museum + Arts Center, he experiences a tiny version of serving in a "Chancellor-esque" position where he is constantly looking for opportunities to bring money into the museum and represent the institution. Due to this experience, he believes he has more of an idea beforehand what UNC Asheville might need.

He was recently downstate at another school which had recently reduced their teaching load while still providing faculty leave. He believes there is "a poverty mentality" here which needs to change, and the level it needs to change is at the Chancellor level. He would like to be on the committee that will take responsibility for and be proud of the leader that is chosen. He believes the Chancellor needs to be a rainmaker and to present our mission beautifully, especially downstate. If they can't, they do not need to be here. In summary, the next chancellor needs to be a rainmaker, represent us downstate, and break the "poverty mentality." Those are the things he would be looking for in the next chancellor. Thank you.

Dr. Virginia Derryberry said that like everyone in the room she has a vested interest in who our next chancellor will be. Dr. Derryberry has been at UNC Asheville for eighteen (18) years. During this time period, eight (8) of those years have been spent in leadership roles such as Director of Undergraduate Research and Department Chair. This is her fifth and last year as Department Chair. The past five years has been a time of economic challenges in addition to faculty workload and curriculum changes. Throughout that time she has been a very engaged faculty member of this university.

On campus, she is known as somebody who gets things done, who speaks her mind in a direct manner for better and for worse. She is a good judge of character. On search committees, she is looking for candidates with creativity, stamina, and honesty. She would bring these skills to the process as a search committee member and it would be great to work with anyone here today on this search committee. Thank you.

Dr. Mary Lynn Manns admitted that serving on this search committee had not been on her radar screen. However, when colleagues who she respects nominated her, she believed she should at least consider it.

She considered it and this is why she finally decided to accept nomination. She has been on search committees before, even at the Vice Chancellor levels. She has been impressed with that ability to be able to form the university in this way. She has been at the university for over thirty (30) years. She has seen a lot and seen a lot of Chancellors come and go.

As the QEP Director, she became very familiar with many departments on campus. Many know her so she will not speak extensively about her career. However, she wanted to point out that she is very good at dotting "I"s and crossing "T"s that this work needs.

She believes all of the nominees will bring the knowledge of what UNC Asheville needs and are very good at that. What Dr. Manns believes she brings is her bias of what a good leader is. She believes a good leader is somebody who can get along with people and is generally a nice person. If a leader gets along with people and is generally a nice person, they will get people to do things. She will be asking each candidate to show her they are a nice person for that is very important along with all the qualifications that all members on the search committee will be able to look for in the candidates. Thank you.

Professor Rob Bowen said he has been at UNC Asheville for over twenty (20) years. He has served nine (9) years as Department Chair and seven (7) years on the Faculty Senate. On Faculty Senate, he has served on APC, FWDC and IDC. He has served on numerous search committees for faculty and administration. He has been on the Foundation Board twice and is actively engaged in the creative community of Asheville.

Qualifications that Mr. Bowen looks for in a chancellor involve being a great communicator who engages the Board of Trustees, General Assembly, politicians, faculty, administrators and students. This communication requires oral, written and body language. He would like our students to know our chancellor before graduation. The Chancellor needs to understand our mission and have a vision for the future that includes the entire community both on and off campus. They should know how to work a room and positively present their ideas.

Dr. Micheal Stratton was humbled to be nominated by Dr. Karin Peterson and Dr. Grace Campbell. Although perhaps he is the most junior professor nominated, he believes it is important to have the experience of those who have been here four (4) years as well as those who have been here over thirty years.

His background is in public affairs and administration. He is familiar with government organizations in his professional and academic research experience. He is keenly interested in how our chancellor is going to navigate this dynamic environment in order to support us in who we are. He is very supportive of innovation and experimentation, ensuring that it is at the core of who we are.

He has served as chair and participated in a variety of searches here and at his previous academic appointment. In administrators, he looks at their track record in working with faculty. It is politically correct to say in the foreground that students come first. He hopes to have a chancellor who says that but recognizes the faculty and staff in the background. We need a leader who walks the walk and talks the talk and supports us. Without our welfare taken into account, sustainability will be different. So he wants our next chancellor to not only buy in to who we are and what we do but can skillfully and elegantly promote this to our stakeholders.

Since we can't be everything to everyone and there are trends of what higher education should be doing, it will be important to stick to who we are and our values. Thanks.

Chair reads brief messages from nominees who were absent.

Dr. Ted Meigs: "Unfortunately, I would not be able to attend the meeting today. But as I indicated to professors who asked about nominating me – Sam Kaplan, Grace Campbell and Jason Wingert – I am pleased to serve on the search committee if the senate feels I am a good choice among the nominees. If selected, I will certainly take the work to heart and try my best to ensure the pool of candidates for Chancellor is narrowed to a subset who truly understand UNC Asheville's mission and the qualities that make us unique and effective as a university. "

Dr. Patrick Bahls: "I very much appreciate your attention to this important matter and trust that you will decide upon a few faculty eminently qualified to represent our body in the search for a new chancellor. For my part, I put myself forward in order to bring to the search the perspective I've developed through my several years at the university, first as a teacher in the Math Department, more lately as a leader in the curriculum review and as Director of the Honors Program. I feel that the roles I've served for the university have offered me a rich picture of its function from the faculty point of view. I hope that you will agree that my experience warrants me a place on the search committee. Thank you for your time and attention."

Dr. Tracy Brown: "The highest priority for a faculty member serving on a chancellor search committee is to listen to the faculty, the staff, and the students at the core of our mission. Understanding and effectively advancing the university's needs for leadership, governance, and direction is the key to a healthy outcome, and search committee members must listen carefully to the university community.

Speaking from my own perspective, I would be keen on developing candidates with a clearly established orientation to faculty, students, and the complete centrality of teaching, scholarship, and service to our identity and mission. In contrast to the seemingly ascendant model of corporate leadership which seems to idealize highly compensated "superstar" leaders who run opaque top-down administrations, I strongly prefer academic leaders who see themselves as servants to the core elements of our mission; leaders dedicated to marshaling the resources needed to advance our mission rather than to more "corporate" notions of success as a leader. The goal of a true academic leader is to help us do our jobs, not for us to help them do theirs.

I am particularly concerned that the voice of the faculty has eroded substantially in recent years, much to our detriment. Staff and student voices have suffered a similar fate with identical consequences. What has made UNC-A strong over the years, in addition to its public liberal arts mission, is that it had a strong faculty-and-student-centered orientation that made teaching, learning, scholarship, and service a compelling and driving force that deeply enriched and unified our community. We need a chancellor who can revitalize that sensibility."

Dr. Lorena Russell: "In response to your question why I'd like to serve on this committee, I'd say that I think I'd be a good representative for the faculty having been at UNC Asheville for 11 years. I've taught in my home department (LIT & LANG), as well as in HUM, Honors, WGSS. I've served as department chair and in the senate where I worked with IDC/UPC and APC. I am also an alumna of UNC Asheville, where I received a BA & MLA in 1989 and 1992. I have served on numerous search committees (LIT & LANG, Religious Studies, Academic Support) and chaired several as chair. My current position is director of our QEP, the Inquiry ARC, where I've had a chance to work with faculty across the campus. My history with UNC Asheville provides me long-term perspectives on the university as well as dedication to its future. Finally, I was asked to serve on this committee by a junior faculty member."

Dr. Melissa Himelein: "Directing the Center for Teaching and Learning has afforded me the opportunity to learn something of the many needs and challenges faced by faculty on our campus. At the risk of being trite, I would characterize the work of the CTL as a "listening tour"- connecting with faculty from all disciplines and ranks in the effort to figure out programs, services, and initiatives that are of use. As a result, I believe I am in a position to represent faculty interests broadly and deeply, not from the lens of a psychology professor, but from a sense of our shared faculty role."

Dr. Burchard thanked all those who came to speak today and the Faculty Senate appreciates their time they took to come to this meeting and their willingness to serve on the Chancellor Search Committee.

### III. Nomination and Voting Procedure:

As discussed last week at the Faculty Senate Meeting, the Executive Committee proposes that the Faculty Senate follows the procedure as outlined in the document that has been provided:

Dear Colleagues,

As I am sure you are all aware, Chancellor Ponder will be leaving us in July. We will miss her and we are grateful for her contributions to UNCA and the community.

The Senate has been asked by King Prather, Chair of the Board of Trustees and Chair of the Chancellor's Search Committee, to submit the names of five faculty members to serve on the search committee for a new chancellor by the end of next week. Consequently, we are calling a Special Meeting of the Faculty Senate on January 30, 2014 at 3:15pm in Red Oak Room in order to elect those search committee members. We will use the guidelines for nomination and election that were used in the prior two Chancellor searches, which are included below.

I have a little bit of information I can share with you regarding the likely timeline and process of the search. The search committee will meet with UNC President Tom Ross on Feb. 14 to receive its formal charge and to select a search firm to work with. After that, the search committee will host meetings of various constituencies to gather input from the campus community. Once that is done the committee will be able to finalize the position announcement and post it.

Please take some time to think about which of your colleagues you would like to nominate for the committee. I am asking that nominations be sent to me by next Wed. morning so that senate members have a little time to consider the possibilities. Before you nominate someone, please be sure to get a confirmation from them that they are willing and able to serve. Self-nominations are welcome as well. Although of course we welcome input from parttime faculty, only full-time faculty can serve on the committee.

Thanks for your help on this. We will keep you posted as we get more information, and will announce the results of the election.

Best wishes,  
Melissa

#### Nomination and Voting Guidelines

- 1) At least one representative (and no more than two) will come from the traditional general division of departments, namely (i) Humanities, (ii) Natural Sciences, (iii) Social Sciences. Faculty elected will represent the institution as a whole. The Chair of the Senate will serve as one of the faculty representatives.
- 2) No more than one person will come from any single department.
- 3) Nominations will be made and closed for each of these divisions, in turn.
- 4) Voting for each divisional representative will proceed after nominations have been made for all of the divisions.
- 5) Once all divisions are represented, nominees will be considered for the remaining position, per (1).
- 6) Once the five faculty representatives are established, the Senate will vote on the list as a whole.
- 7) Balloting will be in secret. A simple majority of those eligible to vote will rule. In the absence of a majority, a run-off procedure will be used.

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Melissa Burchard  
Associate Professor of Philosophy  
University of North Carolina Asheville

Dr. Burchard asked for a motion to adopt this Nomination and Voting Procedure for the purposes of this particular election of faculty members to the Chancellor Search Committee.

The motion was made and seconded.

#### Discussion:

Dr. Betsalel asked how big is the Chancellor Search Committee and is our number of faculty representatives fixed at five. Dr. Burchard said she did not know how big the committee is for there

are many groups that make up this committee and they are in discernment regarding their representatives as well. Dr. Burchard believes faculty representation is fixed at five representatives and one alternate.

Dr. Betsalel asked who determines the number of representatives. Dr. Burchard believes the Board of Trustees determines the representation numbers since they are responsible for creating the search committee. King Prather is the chair of the Board of Trustees. The Senate Secretary added that the email that King Prather sent outlined the process and he attached the governing policy.

Dr. Burchard announced she would like to withdraw from the candidacy for the Search Committee in favor of her colleague in Philosophy, Dr. Brian Butler and the other strong nominees for these positions.

The announcement was heard and accepted.

Point of Order called. There is a motion already on the floor regarding accepting these voting guidelines.

Dr. Kormanik said that is true; however, these guidelines have not been approved, and as part of this discussion, they could be amended to say if the Faculty Chair is unable to serve then a representative will come from the senate.

Dr. Cameron said that the only way the chair is unable to serve is if her colleague from her discipline is elected. If he is not elected, Dr. Cameron wanted to know will the chair still serve. Dr. Cameron explained the chair is trying to withdraw now. She would like the chair to not recuse at this time until it is known whether her colleague is elected. If her colleague is not elected, the chair could serve.

Dr. Kormanik said that he was observing that the guidelines do not say what will happen if the chair does not serve and how that is resolved would be an amendment to the guidelines.

Dr. Eggers stated she asked the Senate Secretary the history of these guidelines and found out these were not official senate documents but correspondence.

The Secretary clarified the guidelines are neither official senate documents nor found in the faculty handbook. These were found researching the process of the past two chancellor search committees. In the minutes regarding these faculty representative elections, the minutes state that these guidelines are documents from the Executive Committee. [\*Note: These guidelines were found in the senate notebooks as correspondence to the faculty in the past two chancellor search committees.]

Dr. Kormanik pointed out these guidelines have become the senate's practice.

The Senate Secretary agreed that it is the senate's tradition.

Dr. Kormanik's point is if we think it is important that a Faculty Senate member be on the committee in the event the chair is not going to be on the committee, then we ought to make sure that happens.

Dr. Roig agreed if we are voting on these guidelines, we should make sure the guidelines cover this.

Dr. Kaplan said if we are going by tradition, then his impression is the representation goes down by rank. If the chair recuses, then the First Vice Chair serves. Historically, that has happened when the Chair can't serve it goes to First Vice Chair (APC Chair), Second Vice Chair (IDC Chair), and Third Vice Chair (FWDC chair) of the Faculty Senate. This happened in the last search committee.

The chair noted that there is a strong sense that someone from the Faculty Senate should serve on the search committee and we have two nominees who are members of the senate. We could amend the first notation of the voting guidelines to say that one of the members of the Faculty Senate will serve as one of the representatives.

Dr. Kormanik moved to friendly amend the guidelines to say "If the chair is unable to serve, another Faculty Senate member will take their place." The motion was seconded.

The friendly amendment was approved without dissent.

Dr. Burchard asked for any other amendments or further discussion of the guidelines.

The order of the vote will still be as decided at the last Faculty Senate meeting where the area representatives are voted on first, then at-large and then the senate representative will be elected last.

The chair called the question. The guidelines were approved as amended without dissent.

**IV. Nominees Formally Presented & Nominations Officially Closed for each area:**

Dr. Melissa Burchard

The Chair formally presented the faculty nominees for the Chancellor Search Committee:

Humanities:

Virginia Derryberry:	Art
Brian Butler:	Philosophy
Dan Pierce:	History
Lorena Russell:	Literature
Wayne Kirby:	Music
Rob Bowen:	Drama

The motion was made to accept these nominees and to close nominations in the Humanities area. The motion was seconded. The Humanities slate of nominees was closed without dissent.

Social Sciences

Tracy Brown:	Psychology
Linda Cornett:	Political Science
Micheal Stratton:	Management
Mary Lynn Manns:	Management
Melissa Himelein:	Psychology

The motion was made to accept these nominees and to close nominations in the Social Sciences area. The motion was seconded. The Social Sciences slate of nominees was closed without dissent.

Natural Sciences

Patrick Bahls:	Mathematics
Herman Holt:	Chemistry
Ted Meigs:	Biology
Doug Miller:	Atmospheric Science

The motion was made to accept these nominees and to close nominations in the Natural Sciences area. The motion was seconded. The Natural Sciences slate of nominees was closed without dissent.

**V. Closed Session of Faculty Senate for Balloting:**

For the purpose of free discussion of nominees, the Chair called the Faculty Senate into closed session (called Executive Session by Roberts' Rules of Order). The Chair respectfully asked all those who are not members of the Faculty Senate to leave the room. The closed session began at 3:54 p.m.

[\*Note Roberts' Rules of Order state that these proceedings are to be secret, kept secret, and though there are minutes, those are to be approved in another closed session and remain secret].

**VI. Reconvene and Formally Endorse the Slate of Nominees Produced:**

At 5:35 p.m., Dr. Burchard reconvened the Faculty Senate meeting after the Faculty Senate finished their discussion and formed a slate of nominees. She asked for a motion to endorse the slate of nominees:

Humanities:	Brian Butler:	Philosophy
Social Sciences:	Mary Lynn Manns:	Management
Natural Sciences:	Herman Holt:	Chemistry
At Large:	Melissa Himelein	Psychology
Faculty Senate:	Rob Bowen	Drama
Alternate:	Patrick Bahls	Mathematics

The motion was made and seconded.

The slate was approved without dissent.

Dr. Burchard thanked all the nominees for their willingness to serve and she appreciated the Faculty Senate's work to get this done. She appreciates everyone who worked on this.

**VI. Adjourn:**

Dr. Burchard adjourned the meeting at 5:38 p.m.

Respectfully submitted by: Lisa Sellers  
Executive Committee