

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE MEETING MINUTES
November 5, 2015; 3:15 pm
Red Oak Conference Room

Members: B. Butler, L. Bond, D. Clarke, S. Patch, C. Bell, K. Betsalel, M. Cameron,
D. Diefenbach, L. Han, L. Hewitt, M. Neelon, J. Perkins, M. Sidelnick, M. Stratton,
W. Strehl, R. Tatum, G. Trautmann, S. Walters, J. Urgo.

Visitors: G. Ashburn, K. Brown, L. Dohse, W. Haggard, L. Horgan, D. Luke, P. McClellan,
M. Newlin, H. Parlier, T. Ruffin, A. Shope.

I. Call to Order

II. Minutes approved without dissent:

[October 1, 2015 3:15 p.m.](#)

III. Executive Committee Report:

Dr. Brian Butler

Student Government:
President

Ms. Maya Newlin, SGA

[SGA Newsletter](#)

Faculty Assembly Executive Committee:

Dr. Lothar Dohse

During the last Faculty Assembly (FA) meeting, the Board of Governors (BoG) made the big announcement with regards to the leadership of the University. The fact that this happened during the Faculty Assembly meeting time may have been a coincidence, but the announcement did cause Faculty Assembly's get-together to be very different.

On the Thursday prior to the meetings, the delegates formally thanked President Tom Ross (outgoing president) for his service and his commitment to the Liberal Arts. On Friday, the FA leadership turned down a request by Ms. Spellings, the designated successor of Tom Ross, to meet with them. The reasoning behind this decision was in part to protest the unusual way in which the search was conducted, but mainly to avoid being part of the political maneuvering to make it appear that the faculty had input in the process.

The Faculty Assembly was present when she gave her acceptance statement to the Board. She outlined her vision for the system as previously laid out in the written report "[A Test of Leadership: Charting the Future of U.S. Higher Education](#)." The focus of FA after the BoG announcement was how to respond and how best present our idea of what the University role(s) is to the new president. The list of items deemed important includes Affordability, Accessibility, Academic Freedom and Sustainability.

IV. Academic Policies Committee Report:

Professor Laura Bond

***First Reading:**

[APC 4](#) Change and clarification to the special topics course requirements in the Honors Program

(Honors Program, Patrick Bahls)

[APC 5](#) Change to ARTS 310 description and credit hours

(Arts and Ideas Program, Laura Bond)

[APC 6](#) Change course descriptions of MUSC 231, 232 and 331

[APC 7](#) Delete MUSC 302 and MUSC 332;

Add new course, MUSC 340, Advanced Topics in Music Theory
(Music, Christine Boone, Medodie Galloway)

[APC 8](#) Change in the procedure for granting Honors credit for Transfer and Study Abroad courses
(Honors Program, Patrick Bahls)

[APC 11](#) Reinstate MATH 489, Professional Internship

[APC 12](#) Add STAT 329, Big Data Analytics, cross-listing it with CSCI 329
(Mathematics, Til Dohse)

[APC 14](#) Delete ASTR 105, replacing with ASTR 101 and 111
(Astronomy, Michael Ruiz)

[APC 13](#) Reinstate PSYC 368, Psychology of Close Relationships
(Psychology, Pam Laughon)

**[APC 9](#) Credit Time Limit Policy Proposal

**[APC 10](#) Graduation/Commencement Modification Proposal
(Pat McClellan/Lynne Horgan)

**[APC 15](#) Application for Exceptions to Credit Caps on Majors
[Appendix A](#) (Chris Bell, APC)

If you have questions or issues to be addressed regarding these first reading documents, please contact **Laura Bond, APC Chair, at lbond@unca.edu*

***These documents are not department-specific documents. These documents are important policy changes for the university, and the campus community is asked to please read these documents and give Laura Bond any questions or feedback regarding them.*

Second Reading: APC 1, APC 2, and APC 3 passed without dissent
(Education Department, Kim Brown and Tiece Ruffin):

[APC 1](#) Add new courses, EDUC 230, 231, 305, 342, 348, 349, 384 for a new area of licensure in Special Education

[APC 2](#) Add K-12 Special Education: General Curriculum Licensure to EDUC licensure areas

[APC 3](#) Remove PSYC 319 from the requirements for Elementary Education (K-6), and add EDUC 230

V. Faculty Welfare and Development Committee Report: Dr. Steve Patch

***First Reading:**

[FWDC 5](#) Revision of Membership for University School Teacher Education Council (USTEC)

[FWDC 6](#) Revision to Membership of International Programs Advisory Committee

[FWDC 7](#) Annual Evaluation of Faculty receiving Family and Medical Leave

If you have questions or issues to be addressed regarding this first reading document, please contact **Steve Patch, FWDC Chair, at patch@unca.edu*

Second Reading: FWDC 3 passed without dissent

[FWDC 3](#) Dissolving the Teaching Fellows Advisory Committee

VI. Institutional Development Committee: Dr. David Clarke

***First Reading:**

[IDC 2](#) Move the Dance minor from Health and Wellness

If you have questions or issues to be addressed regarding this first reading document, please contact **David Clarke, IDC Chair, at dclarke@unca.edu*

IDC 1 will return to first reading once major changes have been completed that are agreeable to both IDC and APC.

Douglas Luke. The Provost introduced [Douglas Luke](#), the new Director of Academic Budgeting.

Graduation and Commencement Document (APC 10). The Provost urged the Faculty Senate to look at the Graduation and Commencement issue. It is an opportunity to do some good things but he will save the discussion including how much in favor he is of it at first reading. He believes it is a good proposal.

Bond Program. The Provost shared the good news on the bond program. There is \$21 million in the bond for UNC Asheville's renovation of Owen Hall. These renovations will result in Owen Hall going from its current 47,000 square feet to 60,000 square feet. The renovations are due to program needs. Our Chancellor was quite assertive politically, with the Board of Governors and others regarding the needs of the academic program on this matter, which took quick political skills and forethought. We certainly deserved it, but the argument had to be made because funding was not going to come knocking on our doorstep. We will be getting information on how it is we can go about advocating for the bond without taking part in political activities. General Counsel Parlier will give us direction on this. We certainly want this bond to pass and will be making our educational case for it. The renovations will primarily benefit the Art Department and Management and Accountancy among other departments. There will also some space for Mechatronics collaboration with the Art Department.

Emeritus Status. FWDC and the Provost has been discussing some changes regarding Faculty Emeritus Status. What the Provost has learned about our Emeritus Status is that it isn't really practiced in any regular way on campus. Some departments are good about getting Emeritus Status for their retired faculty. Some have forgotten about it and come back to it later on. You never know what that ad hoc approach does to folks who are waiting wondering why they didn't do this for me. The Provost has this issue on the agenda for the next CAO meeting in Chapel Hill to see what other schools do. Provost Urgo did call Chapel Hill, and they have a policy very much like the one FWDC Chair Steve Patch mentioned. If you have been on their faculty for five years and you retire in good standing, you are automatically Emeritus. There is no application process; it is automatically given when they retire in good standing. The Provost will ask and see what other colleagues' around the state do. Chapel Hill relayed that it would seem archaic to have an approval process for something that you don't receive any additional benefits than other retired faculty.

Margaret Spellings Report. The Provost advises that faculty to keep an open mind while reading President-Elect Spelling's Educational Report and remember that it has been ten years since it was written and published.

Raises from the Tuition Increase. With the increases in tuition, UNC Asheville was able to give raises this year. In Academic Affairs, they are focusing on our staff support positions around the campus. Human Resources has done a market study of all positions on campus to see where they are in relationship to the market. A basic policy in the system they are putting forward is if someone is at 90% of market or less, they are required to get an increase. The Chancellor is making a campus minimum salary of \$26,000 which is the living wage in Asheville. We have had staff on salary making \$22,000 a year and now we will not hire anyone in below \$26,000.

Market equity was the highest priority. In Academic Affairs, they are targeting your Administrative Assistants in Departments. They are targeting salary gaps especially among the lowest paid. Administrative Support Associates, Student Services Specialists, Business and Tech Application Analysts, Admissions Counsellors, and University Program Associates are being targeted for increases.

The formula they are using is if the base salary is below \$50,000, they are trying to make up the market gap by covering 40% of that market gap. If their base salary is above \$50,000, they are trying to cover up to 20% of that market gap. The minimum raise for staff in Academic Affairs will be \$150.00 and the maximum will be \$2,500.00. They feel good about that for despite the annual increases that all faculty members get, these are the folks who have not had increases in a long time.

For Faculty, they will be able to fund their increases this year. After the merit increases, they will go back to the equity study they did last year and get to some folks they didn't get to last year. They are in the process of doing that now; however, not all the merit reports are in. They anticipate having this done by early December and will be in the December pay check. Since this is not state allocation, this cannot be retroactive back to July.

Also there is the \$750 dollar bonus that all state employees will receive that is separate from this.

VIII. Old Business

On behalf of faculty and Faculty Senate, Dr. Betsalel thanked Provost Urgo and the Chairs and the Deans that have helped make the Professional Development Leave (PDL) possible. Dr. Betsalel said there was some self interest in this in that he received one. This is much appreciated. He also appreciates all who applied and hopes that those who did not receive a PDL got comments to reapply. He hopes this is a program that all his colleagues can share in because this is long overdue and important. This program has already created a good atmosphere in looking forward towards productive work in the classroom as well as research.

IX. New Business

Laura Bond read a prepared statement regarding the mass shootings increase in the United States.

“During an August 17 chair/programs directors meeting, David Weldon announced the proposed plan for emergency building coordinators. Many faculty members had questions at this meeting about how they may receive emergency training, particularly concerning incidents of active shooters on campus. This query launched many discussions concerning the desire to have emergency training from professionals with the expertise to guide all members of our campus community through emergency procedures.

During the course of these discussions, there was yet another campus shooting in our country on October 1 at the Umpqua Community College in Roseburg, Oregon. On the day of the shooting, President Barack Obama said “The U.S. has become numb to active shootings like this incident in Oregon. An FBI study on active shooter incidents in the U.S. around 2000-2013 reported a rise in the average number of mass shootings during that time period from 6 to 16 yearly. With the majority of these incidents occurring in places of business or education. When I suggested that our Faculty Senate hold a moment of silence in our meeting today for the victims and their families of the Oregon shooting in early October, one response that I received was, ‘We can’t hold a moment of silence at our meeting every time there is a mass shooting.’ I share this not to point fingers, but actually to make the point that this statement confirms that we do need to do this. It supports Obama’s statement that perhaps our nation is becoming numb to these incidents and makes a stronger case to give this our attention.

With this in mind, I want to bring your attention to the email sent out to our campus on October 14 by Chief Eric Boyce announcing weekly trainings known as ALICE training. ALICE stands for Alert, Lockdown, Inform, Counter and Evacuate. ALICE trainings are offered on our campus throughout the week in October, November and December. You can sign up for these trainings by visiting

the [Human Resources Professional Development Website](http://learnonline-unca.remote-learner.net/) (http://learnonline-unca.remote-learner.net/). ALICE is a nationally recognized model for training people to respond to active shooter situations. Four of our campus staff were trained in the ALICE program in the summer and are providing these skills to our campus community to anybody who wants to sign up. I want to thank Chief Boyce, David Weldon, Senior Staff and Chancellor Grant for their combined efforts in bringing this training to our campus. Chief Boyce says that the Chancellor Grant is highly supportive of providing self-defense training to all our campus community members. Chief Boyce and Chancellor Grant are in united agreement that we cannot continue to allow such violent acts to occur. Chief Boyce states, "Defense is an option."

Professor Bond asked senators to spread the word of the ALICE trainings and make sure that everyone is aware of when they are offered. Since there was only one email sent out on it, she hopes by asking senators to spread the word to encourage people to get the training that more of our campus community will be prepared for such situations. Professor Bond then asked for a moment of silence for the victims and their families in Oregon, and "hold a place of knowing that we have the ability to keep our educational community safe." The Faculty Senate observed a moment of silence for victims and their families, with respect to the October 1st shooting on the campus of the Umpqua Community College in Oregon.

X. Adjourn

Dr. Butler adjourned the meeting at 3:58 p.m.

Respectfully submitted by: Lisa Sellers
The Executive Committee

For those with updated Mac systems that need the address to open Adobe PDFs:

- I. Minutes approved without dissent: <http://www3.unca.edu/facultysenate/2015-16/smOCT012015minutes.pdf>
- II. SGA Newsletter: <http://www3.unca.edu/facultysenate/2015-16/SGA%20Newsletter%20Outline.pdf>
- III. Faculty Assembly:
Ms. Spellings Report <http://www2.ed.gov/about/bdscomm/list/hiedfuture/reports/final-report.pdf>

IV. Academic Policies Committee Report:

First Reading

- APC 4 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%204%20Honors%20F%20revised.pdf>
- APC 5 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%205%20Arts%20and%20Ideas.pdf>
- APC 6 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%206%20MUSC%20Theory%20F.pdf>
- APC 7 http://www3.unca.edu/facultysenate/2015-16/APC/APC%207%20MUSC%20302_332_340%20F.pdf
- APC 8 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%208%20Honors%20SABR%20F.pdf>
- APC 9 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%209%20Credit%20Time%20Limit%20Policy%20Proposal.pdf>
- APC 10 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%2010%20Commencement%20Modification%20Proposal%20Lisa%20edit-Lynne%20edit.pdf>
- APC 11 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%2011%20Math%20489%20F.pdf>
- APC 12 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%2012%20Math%20Stat%20329%20F.pdf>
- APC 13 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%2013%20Psys%20368%20F.pdf>
- APC 14 http://www3.unca.edu/facultysenate/2015-16/APC/APC%2014%20Astr%20101_111%20F.pdf
- APC 15 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%2015%20Credit%20Cap%20Policy.pdf>

Appendix A: <http://www3.unca.edu/facultysenate/2015-16/APC/Appendix%20A%20Peer%20List%20for%20APC.pdf>

Second Reading

- APC 1 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%201%20QQQ%20revised%20EDUC%201%20SPED%20New%20Courses%20F.pdf>
- APC 2 <http://www3.unca.edu/facultysenate/2015-16/APC/APC%202%20RRR%20revised%20EDUC%202%20SPED%20Req%20F.pdf>
- APC 3 http://www3.unca.edu/facultysenate/2015-16/APC/APC%203%20TTT%20EDUC%20PSYC%20319_EDUC%2030%20F.pdf

V. Faculty Welfare and Development Committee Report:

First Reading

- FWDC 5 <http://www3.unca.edu/facultysenate/2015-16/FWDC%205%20RevisionUSTEC.pdf>
- FWDC 6 <http://www3.unca.edu/facultysenate/2015-16/FWDC%206%20Revision%20to%20International%20Programs%20Advisory%20Committee.pdf>
- FWDC 7 <http://www3.unca.edu/facultysenate/2015-16/FWDC%207%20FMLA%20and%20Annual%20Evaluation.pdf>

Second Reading

- FWDC 3 <http://www3.unca.edu/facultysenate/2015-16/FWDC%203%20Dissolving%20the%20Teaching%20Fellows%20Advisory%20Committee.pdf>

VI. Institutional Development Committee:

First Reading:

- IDC 2 <http://www3.unca.edu/facultysenate/2015-16/IDC%202%202015%20APC%20Dance%20document.pdf>

VII. Administration/Academic Affairs:

Douglas Luke's Contact Info <https://academicaffairs.unca.edu/faces/deans-and-provosts-staff/catterfeld>

VIII. New Business:

Human Resources Professional Development Website <http://learnonline-unca.remote-learner.net/>