

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE  
**FACULTY SENATE AGENDA**  
February 9, 2017; 3:15 pm  
**Red Oak Conference Room**

Senate Members: B. Butler, C. Bell, D. Clarke, S. Patch, J. Beck, A. Boakye-Boaten, K. Boyle, M. Cameron, K. Garbe, P. Haschke, L. Hewitt, L. Holland, M. Neelon, J. Perkins, M. Richmond, N. Ruppert, A. Wray, J. Urgo.  
Excused: S. Judson.  
Visitors: B. Haggard, L. Horgan, E. Katz, J. Konz, K. Krumpe, D. Luke, P. McClellan, L. Russell, A. Shope, J. Stowell, C. White, C. Williams.

I. Call to Order

II. Approval of Minutes:

[January 19, 2016 3:15 p.m.](#) Passed without dissent.

Motion to enter [Dr. Lorena Russell's Inquiry Arc Report](#) to the Faculty Senate's [December 8, 2016 Minutes](#) Passed without dissent.

III. Executive Committee Report:  
Student Government:

Dr. Brian Butler

President Charles White

President Charles White reported that the last Discussion Panel held on February 7 was great. SGA will prepare summary notes again to be distributed to faculty.

Provost Joe Urgo appreciated the faculty suggestion about creating ground rules about microaggressions so students and teachers are not addressing issues in crisis mode.

President White also shared students' concern about immigration enforcement. You may have seen the open letter to the editor in the Blue Banner calling for action regarding this issue.

Students are also having an event next week called "Black Lives Matter: The Revival." During Fall Semester of 2015, a coalition of students came together and made some demands on the university to say, "Yes, black lives matter and minority students are important to the UNC Asheville campus." This revival stresses how important and strong these values are to students.

Student Affairs Update:

Vice Chancellor Bill Haggard

[Student Affairs Organizational Chart](#)

Vice Chancellor Haggard made his periodic report to Faculty Senate by highlighting their major construction projects this year.

The Highsmith renovation and expansion project will break ground this spring. The purpose of the expansion/renovation is to reshape the main floor of Highsmith to be more conducive to student activity. The idea is to create a more collaborative space and bring student activities like the Cultural Center to the front of the building. There are also plans for a large multipurpose room so we can have larger banquets and events. The goal is to have seats for 350 people at banquets or for 500 people when setting up rows of chairs. Starting the end of Spring 2017 semester, they anticipate completion sometime during Fall 2018 semester. This project is

funded through the Student Debt Service Fees which went through student approval a year ago last fall.

The other construction project is the expansion of our Student Housing. This apartment-style housing in six buildings will be built along Founders Drive below Brown Hall where most of the land has been developed as parking. Not having any real ideal development space on campus, there was a very long site selection process before the final decision was made where they realize there is sacrifice no matter where it is built. The housing will have around 294 beds. A market study showed we have a demand for 300 beds in apartment-style housing. With construction starting at the end of this semester, there is hope these will open in Fall 2018.

Related to our strategic plan, a few weeks ago, there was a workshop held in collaboration with Academic Affairs that centered on Student Success. At the meeting, three projects for Academic Affairs and Student Affairs to partner together were decided:

1. A way to record our students' co-curricular activity by developing a co-curricular transcript or co-curricular portfolio. An interdisciplinary group led by Jill Moffitt will work on that.
2. In an effort to improve the retention of our students, Student Affairs is considering moving to a coaching model that many campuses are moving to implement. This emphasizes the difference between advising and coaching. There will be a group working on this project as well.
3. Another effort to improve retention, a first year's experience workgroup has been formed that is co-chaired by the Dean of Students Jackie McHargue and Dr. Rodger Payne. Provost Urgo and Vice Chancellor Haggard will be attending the next meeting of this group whose goal is to develop a more intentional, comprehensive first year experience. Our retention data shows that once our students make it through the first year they stay with us.

Currently, we have nine [Living Learning Communities](#). These typically have an academic focus where Student Affairs has become a partner with a variety of different departments. These are voluntary living learning communities that have developed organically. We have opened up the application process and are receiving great feedback from students.

Our veteran population continues to grow and we have a very active Veterans Student Association. This group submitted a grant application to Home Depot last year and were granted \$10,000 to help furnish a Veteran's Center for Excellence which will be part of the Highsmith renovation.

Vice Chancellor Haggard opened the floor for questions.

Dr. Lyndi Hewitt asked about the timeline for fully staffing the Intercultural Center and the Intercultural Programs since Preston Keith has left. Vice Chancellor Haggard said there is a search right now. This position should be posted soon, if it is not posted already. Their plan is to have someone by the beginning of the fiscal year.

Dr. Lora Holland asked about the co-curricular transcript. What is impetus for this? Vice Chancellor Haggard said the impetus is so students can show their entire body of work while they are at UNC Asheville. The motivation for this is to help students to create a real collection that is more than a resume in order to make them more competitive. Student Affairs are in the early conversations with Registrar Lynne Horgan on how Banner could help with verification. One of the big questions for the co-curricular experience is how do we verify the activity is real. That is an important question to be addressed by the group that is working on this project.

Dr. Kirk Boyle asked if the Living Learning Communities take any classes together. Both Vice Chancellor and Dr. Marietta Cameron confirmed they do. Dr. Holland asked how big these communities are. Vice Chancellor Haggard said they are comfortable to our small class with sizes between 12 and 25 students.

Dr. Matthew Richmond asked how UNC Asheville's retention rate compares with peers and other UNC system schools. Vice Chancellor Haggard said they have looked at a lot of data regarding this. Our rate is not that different from other public schools and our COPLAC peers. Provost Urgo added that among our COPLAC peers that the higher ranked schools do a little better at 85%-90% and some COPLAC schools are down around 60%. As a progressive liberal arts college, we would be more comparable in the 80%-89% range.

The complicating factor is many of our students come here intending to transfer for the system encourages transfers. If you look at where our students transfer, we do quite well. However, we have competing standards here. We are not to have policies that would make transferring difficult, yet we are judged by our first and second year retention rates. The UNC system is aware of this. If you look at our students who graduate from a UNC system school, the graduating rate of our students is pretty close to 90% overall.

For the record, Provost Urgo wants to express his appreciation for the partnership with Vice Chancellor Haggard's Student Affairs Division. The Provost hasn't met a person in one of those boxes on the organizational chart who wasn't supportive of the academic program. It makes his job a lot more pleasant to have a Student Affairs division that is wholly supportive of the academic program. Vice Chancellor Haggard thanked Provost Urgo and likewise, Vice Chancellor Haggard said he is grateful that the Chancellor and the Academic Affairs Vice Chancellor/Provost have the same goals in mind as Student Affairs.

IV. Academic Policies Committee Report:

Dr. Chris Bell

**First Reading:**

- [APC 19](#) Delete the following courses: ANTH 280, SOC 358, SOC 364
- [APC 20](#) Change Title and Description of SOC 221
- [APC 21](#) Change title and description of the senior capstone courses, SOC/ANTH 464
- [APC 22](#) Change the major requirements for Anthropology and Sociology (Karin Peterson)
  
- [APC 24](#) Changes to Prerequisites for MGMT 323, 352, 363, 380, 386, 398, 489, 499, and ACCT 499.
- [APC 25](#) Add new elective courses: MGMT 324 Advanced Topics in Human Resource Management, MGMT 405 Advanced Topics in Global Business; Change title and descriptions for MGMT 343; Delete MGMT 403, replacing with MGMT 407
- [APC 26](#) Add new course, MGMT 488, Consulting Practicum; Add MGMT 488 to the Experiential Learning Options for the Management Major
- [APC 27](#) Changes to the Entrepreneurship, Finance, Global Business, Human Resource Management, Marketing, and Leadership Emphasis Areas in Management

[Appendices](#)

(Micheal Stratton)

- [APC 28](#) Delete ACCT 320, 341 and 411
- [APC 29](#) Add new elective: ACCT 342, VITA Service Learning
- [APC 30](#) Change in prerequisites for ACCT 317
- [APC 31](#) Change the requirements for the ACCT Major and Minor

[Tables](#)

(Micheal Stratton)

- [APC 23](#) Change the Psychology Curriculum from 3 credit hours to 4, revising course descriptions as necessary;  
Change the Psychology major and minor requirements, and the requirements to declare a major

[Addendum](#)

(Pam Laughon, Lise Friedenbergl and Michael Neelon)

*(Passed APC 5-1, dissenting view will be presented at Second Reading)*

APC Chair Christopher Bell relayed that APC has 13 documents for first reading and no documents for second reading. Of the 13 documents, twelve were passed unanimously and will be voted on as a group next month unless someone lets him know in advance that they would like one broken out for discussion. If there is a document that you would like to break out from the bundle, please let Lisa Sellers ([lsellers@unca.edu](mailto:lsellers@unca.edu)) and Chris Bell ([bell@unca.edu](mailto:bell@unca.edu)) know.

The Psychology Department's document did not pass APC unanimously (passed 5-1). The dissenting view will be presented at second reading.

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

**Update on the Faculty Elections:**

The election for the Committee of Tenured Faculty is going fine so far. About half of the faculty have voted. Dr. Patch will send out an email to encourage more faculty to vote. The election ends this Friday at 5:00 p.m.

Nominations are now being called for Faculty Senate and the Post-Tenure Review Committee elections. Dr. Patch has received some nominations, but it would be nice if there were more nominations. It is harder this year to receive nominations since faculty who are going on PDL next year are not eligible for election.

**Projects:**

Last year FWDC worked extensively on structure of the Standing Committees. However, there are still some items to work on like the responsibilities for the University Service Council since the Key Center Advisory Committee and the new Community Engagement Council have come into existence.

FWDC is working on a good definition for community engagement and how is it included in the various evaluations faculty do, which was requested by last year's Tenure Committee.

FWDC is again looking into childcare issues. They have worked on a draft survey regarding childcare. There is a great childcare need in our community than there is availability. On the other hand, FWDC does realize that this initiative has been attempted before and found it very difficult to pull off. They are at the exploratory stage and hope the outcome will in the least be a

better way to provide information regarding our community's child care situation for our faculty and staff.

VI. Institutional Development Committee / UPC Reports: Dr. David Clarke

IDC receive a proposal from Dr. Rick Chess, Dr. Melissa Mahoney and Dr. Ameena Batada about Contemplative Inquiry. This is a proposal for an interdisciplinary certificate (though we still call certificates clusters). This passed in IDC and is now on to APC. Interdisciplinary certificates are precisely for adding a little enhancement to the curriculum where there is interaction among disciplines. IDC sees this as an enhancement to the student experience. Rick and his fellow faculty members have been doing a great job on this.

Last year, SGA brought to Senate an initiative asking for Leeds Gold certification on the campus building projects. We passed a Sense of the Senate resolution in support last year. This year there is some contention between student bodies and the staff charged with designing construction projects.

Dr. Clarke met with Dan Croisant, who is an engineer working in the design and construction of these buildings. Mr. Croisant has a strong argument for saying that UNC Asheville could do better with sustainability if we go away from Leed and do it our own way. An example, he cites UNC Asheville is the lowest in energy usage per unit square foot in the UNC system.

Students are pushing Leed Gold pretty hard. To aid understanding, Leed is a brand, which has both strengths and weaknesses. It costs money to get the certification; however, on the other hand, we have something we can promote with Leed Certification. The new dorms are going in with Leed Certification. The contention now is over Owen and Carmichael. Relevant faculty may want to get involved in this.

Dr. Clarke is meeting with the Chancellor at the end of the month regarding this issue. There is also contention on the meaning of the Sense of the Senate, but the consensus is that Leed is the standard to strive for, but faculty also recognize others that may be equally valid. Reading the Sense of the Senate, there can be other meanings read. Dr. Clarke will stay involved to help with resolution as we work on Owen and Carmichael.

Dr. Mary Lynn Manns will be giving IDC a proposal about student internship courses. Senate is just being made aware of this so we are not sure this will make it through both IDC and APC by the end of the academic year so it may not come before Senate this year. Provost Urgo said it is a policy that will govern student internships on campus. Since we do not have any standard policies regarding this, he thinks it will help students who want to get into this area who have not done this before. The policies will also help UNC Asheville standardize expectations that the internship host will have as well as students will know what their obligations are. This is long overdue for UNC Asheville should have something like this for the sake of best practices. Dr. Chris Bell asked if this policy will allow departments to have higher expectations than the standards. Provost Urgo confirmed that these policies are the starting place.

Dr. Clarke has talked to many people this year about minors, university programs and interdisciplinary initiatives. There are some disagreements about these among faculty. Some faculty believes there are too many of these programs while others believe the university is not doing enough of these. He thinks Faculty Senate needs to step up and work on this next year. The crux of the issues is if we get an opportunity hire, how are those faculty selected, what effect do

they have on other programs, do we have too many of these additions to our programs and minors, and if we were at a bigger school would there be enough room for all of these additions to flourish.

Dr. Clarke encouraged fellow senators to consider and be willing to chair a senate committee next year. If anyone would like know how this works, Dr. Clarke is happy to talk to them. Dr. Steven Patch added that the Executive Committee has discussed doing a better job documenting their responsibilities to make it easier for those stepping into these roles.

VII. Administration/Academic Affairs:

Provost Joseph Urgo

Provost Urgo will be sending an email out on February 27 about a NSF-funded survey. He has agreed to invite faculty to take part in it although it is completely voluntary on the part of faculty. KerryAnn O'Meara, from the University of Maryland, who has been on campus in the past doing workshops, has NSF funding to do a study of faculty work. The Provost predicted that the data will show that faculty work much more than 40 hours and often in excess of 60 hours a week. The survey consists of documenting the work faculty members do in a 24 hour period. The Provost wants to use the survey to continue making the case that faculty work far more than their documented 12 hour course load. That is not always communicated to the public with data support. He encourages faculty to participate.

Provost Urgo is disappointed that clusters were not renamed to certificates. However, it is not the end of the world for we can have our own names for things. He would like to speak to faculty who are reluctant to even having certificates and clusters. We are in an era where certificate options are becoming more and more common. Students are looking for ways to have what they do in school credentialed.

Provost Urgo finds it disheartening to hear from students that the electives they choose are those electives that are "available at 2:00 p.m.," so they are getting a certificate in classes taught at 2:00 p.m. as opposed to thinking more intentionally that earning a certificate could provide. Our best students leave because they say certain programs are not here. If we can assemble courses from what we have, there will not be resource implications in allowing students to earn a certificate. That is a good thing that doesn't cost us anything nor does it lessen our standards. Students are allowed to assemble their electives in ways that they can say to an employer or an associate, "I have a certificate in x" which sounds more accomplished to an employer than, "I took three courses in x." Provost urges Faculty Senate to keep thinking about this issue for he would hate to see the perception of limited resources inhibit our innovations in the curriculum and offerings we present to our students.

Our Chancellor has signed on to the [ACE letter](#) along with 500 other colleges and universities that has gone to the Secretary of Homeland Security objecting to the January 27 Executive Order regarding refugees.

Along those lines, Provost Urgo would like to encourage faculty to think about our students who may need guidance in these political times. There is a panel being organized by the Mass Communications and Political Science Departments called "Media and Politics in the Post-Truth Era." Students might benefit faculty expertise helping them with these issues. The Provost spoke with Samer Traboulsi who is thinking about putting together a panel of immigrant professors to

talk about their experiences and the process involved with visas and green cards. The Provost encourages more of these offerings from faculty to our students.

The Provost reminded Senate that the first day of classes next year, August 21, coincides with a solar eclipse in the afternoon.

**[\*Amendment to the minutes per Judith Beck approved March 2, 2017 by Faculty Senate:**  
*A solar eclipse is different from a lunar eclipse. A lunar eclipse can be seen by anyone on the half of the earth that is facing the moon. However, a total solar eclipse occurs in a very narrow path. This solar eclipse is very special for us. Although we are not in the path of totality (100%), we are really close at 99%. A solar eclipse experience at 99% is special; however, the experience of totality is much more impressive and unique, and many people are wanting to travel since it is not too far to the 100% totality path.]*

There is an Eclipse Committee studying and advising the Provost on how we are going to handle classes that day. Most all Physics and Atmospheric Sciences experts are going to be heading west to see the full eclipse. Students will be curious about the eclipse, which is to happen between 2:00 p.m. and 4:00 p.m. that afternoon. The committee is thinking about many responses, two of which are either cancelling classes on the first day or having all classes meet before noon. The Provost is aware some faculty have chosen already to cancel class that day so they can travel to a specific viewpoint.

The Provost opened the floor for questions.

**Discussion:**

Dr. Kirk Boyle asked if there were any other words considered instead of the word “certificate” for these interdisciplinary certificates. Are there other words that on other campuses use? Dr. Boyle believes faculty are arguing semantics. Personally, Dr. Boyle doesn’t think you can earn a cluster. You take a cluster. You can’t really earn a cluster of classes. You can earn a certificate; however, there are questions to be answered concerning the meaning of the word certificate and what does a certificate entail. Do students earn a certificate by taking four classes on a similar interdisciplinary theme? Are there any other proposals for words that might satisfy some of our concerns regarding semantics of a certificate?

Provost Urgo knows worse words like “badge.” Dr. Boyle offered “credential.”

Dr. Agya Boakye-Boaten said that for him it was not just a question of semantics but to a broader point about the proliferation of these programs. Personally, Dr. Boakye-Boaten does not mind certificate for it is good, but issues always comes up in relation to resources. Provost Urgo said that additional resources comes with increased enrollment not with programmatic plans.

Dr. Marietta Cameron said one of her concerns is that we really have not had a discussion on whether to have certificate programs. We had a discussion on a very specialized cluster. Provost Urgo agreed that Dr. Cameron had a very good point. Dr. Cameron said if the change is made through document APC D then that sets the groundwork without having a full discussion on whether to have undergraduate certificates as an option and defining the process and requirements for disciplinary and interdisciplinary certificates. Regardless of whether Dr. Cameron is for or against certificates, she believes the discussion regarding whether to offer certificates needs to happen before we start changing the name of clusters to certificates. The interdisciplinary cluster was not a typical certificate program and its structure is different from

what a disciplinary certificate would be. Dr. Cameron suggests that Faculty Senate have that discussion on whether faculty want undergraduate certificates in general.

Dr. Clarke said the Food Studies clusters was formed from among courses already being offered so there wasn't any resource implications. The Contemplative Inquiry proposal has one two hour course that would be an additional resource, but that would be only one additional resource. He does believe there are ways to mitigate the resource implications in the design of these interdisciplinary certificates. Dr. Clarke said that IDC had two discussions – one discussion was about getting the structure in place since we got rid of the clusters, and the other discussion was about the first cluster proposal, which was the Food Studies Cluster.

Dr. Ruppert said APC has wrestled with it, and she thinks it is a good idea to get clarity on what a certificate actually means. A definition would be helpful. She posed the question: "If someone gets a certificate in Contemplative Practices, does that mean they can go out and run a camp or something?" The issue of overselling a certificate needs to be addressed.

Provost Urgo asked what the opportunities for continuing this discussion are and asked whether it is appropriate for IDC to have a wider faculty forum discussion on this. Dr. Clarke says there is talk about a task force. Dr. Perkins agreed that IDC should house that discussion by first summarizing what IDC has done so far. Out of that conversation, whoever would like to make a change then they propose IDC and APC documents.

Dr. Clarke said that IDC can work up something and then they will hold faculty forums, which are pretty successful if enough people attend.

Dr. Brian Butler says, "Good! I think we have a plan." Dr. Clarke concurred and said he would work on it.

VIII. Old Business

IX. New Business

X. Dr. Brian Butler adjourned at 4:19 p.m.