

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

**FACULTY SENATE MINUTES**

January 19, 2016; 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, P. Haschke, L. Hewitt, L. Holland, S. Judson, M. Neelon, J. Perkins, M. Richmond, N. Ruppert, A. Wray, J. Uργο.

Excused: K. Garbe.

Visitors: C. Bennett, E. Brown, L. Dohse, A. Dowdy, M. Gass, B. Haggard, L. Horgan, E. Katz, J. Konz, K. Krumppe, A. Lanou, D. Luke, K. Maitra, P. McClellan, I. Rossell, L. Russell, A. Shope, J. Stowell, W. Strehl, D. Traywick, C. White, C. Williams.

I. Call to Order and the Approval of Minutes:

[December 8, 2016 3:15 p.m.](#)

II. Executive Committee Report:

Dr. Brian Butler

Student Government:

President Charles White

Another panel discussion tonight with faculty and another one planned for Tuesday, February 7.

Faculty Assembly:

Dr. Lothar Dohse

[FA Resolution 2 on Faculty Compensation](#)

[FA Resolution 3 on SACSCOC Compliance](#)

III. Academic Policies Committee Report:

Dr. Chris Bell

**Second Reading:**

[APC 8](#)

Delete ASTR 101 and 111, replacing with ASTR 102, 103, 112, and 113;  
Add ASTR 301; Delete ASTR 321, 322, replacing with ASTR 321;  
Delete ASTR 411, 412, replacing with ASTR 320 and ASTR 420;  
Delete ASTR 430, 431, replacing with ASTR 430  
(Judy Beck)

[APC 9](#)

Changing the Requirements for the Astronomy Minor  
(Judy Beck)

[APC 10](#)

Revise the description of ENVR 381 and add a prerequisite  
(Irene Rossell)

[APC 12](#)

Reduce the core course requirements in the ENVR major;  
Increase the number of credit hours required for individual concentrations;  
Modify the requirements for the ecology concentration  
(Irene Rossell)

[APC 13](#)

Revise Advanced Placement (AP) Credit for Physics; Revise International Baccalaureate (IB) Credit for Physics  
(Charles Bennett)

- [APC 14](#) Edit the PHIL 101 course description  
(Keya Maitra)
- [APC 16](#) Addition of a two course sequence (PHIL 497 and 498) for the Senior Thesis  
in Philosophy  
(Keya Maitra)
- [APC 17](#) Revise the requirements for the major and minor in Philosophy  
(Keya Maitra)

The above APC documents were bundled together in one motion without objection. A motion was made to accept these documents which was seconded. No discussion.

APC 8-10, 12-14, 16-17 passed without dissent.

- [APC 11](#) Adding two new courses to Environmental Studies:  
ENVR 349, Field Herpetology and ENVR 391, Conservation Biology  
(Irene Rossell)

Dr. Lora Holland asked for APC 11 to be removed from the bundle for discussion.  
Dr. Holland is concerned about adding courses in light of the situation with the adjunct budget.

Dr. Irene Rossell said these two summer courses are just one quarter of a faculty member's load. The advantage to these courses are they do not have labs so they are large enough to allow more students which helps for they are short on ecology courses. These courses help meet students' needs without straining the department's resources.

APC 11 passed without dissent.

- [APC 15](#) Add new courses in Philosophy: PHIL 217, Buddhist Philosophy PHIL 321,  
Philosophy of Disability PHIL 323, Philosophy of Third World Feminism  
(Keya Maitra)  
*[Passed APC 4-1, Dissenting View to be presented]*

A motion was made to accept APC 15 which was seconded. Presenting the dissenting view, Dr. Agya Boakye-Boaten explained his only concern with APC 15 has to do with the title of the PHIL 323 course, *Philosophy of Third World Feminism*. His issue primarily was with the reference of the term "third world," which is a term that came out during the cold war era at the Bandung Conference in 1955 as part of the nonaligned movement [nonaligned as in not aligned with either NATO or Communist Bloc]. It has been since then been used as a term to describe underdevelopment or lack of development. So what started as third world, third wave or nonaligned, was co-opted to mean the world is basically divided by hierarchies – First, Second and Third World. Thus, in the intellectual development construct, the term "third world" has garnered a lot of negative connotations especially from scholars of those regions. They find it very difficult to refer to themselves as third world because the mythological traditions pretty much has a new centric view and so the term third world has been relegated to intellectual antiquity. They do not want to use that terminology any longer.

Dr. Boakye-Boaten's suggestion is to change the title to *Philosophy of Non-western Feminism* since what is included is outside of the western framework.

Dr. Keya Maitra shared Dr. Boakye-Boaten's concerns; however, it is true in her profession the term "third world feminism" is the term used. They do not use it as a badge of honor or endorsing it; they use it to engage the work. Dr. Maitra shared with Faculty Senate two articles in support of why the term is used: "[Adaptive Preferences and Women's Empowerment](#)" by [Serene J. Khader](#) and [a list of sources that use the term "Third World Feminism."](#) The scholars she quote are like her who come from these nonaligned regions. She and others go back and forth between regions which means it is more fluid than this is First World and that is Third World.

In regards to the suggestion to change the term to "Non-western," that is not a term used at all within the literature because the coursework is about solidarity and collaboration among the different worlds. Feminism is not one kind of voice, but acknowledging all voices and bringing all voices to the table and building a coalition in solidarity – the term "Non-western" misses that point completely. If she is asked to teach this course as "Non-western," Dr. Maitra would rather not teach it because it is not in the literature and is problematic.

The issue of using "developing" prioritizes the economic angle over other views and this course is not just the economic or colonial experience, but the combination and intersectionality of these and how they work out is what we are trying to get at in the course. She agrees "third world feminism" is not the best word, but the first two weeks of the semester is spent problematizing this word. Non-western is never used.

In addition, this course was approved by the Diversity Intensive Committee to be a Diversity Intensive Course.

Many alternative suggestions for "third world" were made by Senators including perhaps keeping "third world" but adding a line in the description explaining its use. The number of suggestions were too voluminous to process so Dr. Marietta Cameron made a motion to table the document just long enough for Dr. Maitra to discern these suggestions and decide which of the suggestions she prefers. The motion was seconded.

The motion to table passed 11-5-1.

When Dr. Maitra returned, a motion was made to take the document back off the table which was seconded. The motion passed without dissent.

Dr. Maitra felt that the term third world should be kept without "" and suggested adding a line to the description as explanation. No further discussion.

APC 15 passed without dissent.

#### [APC 18](#)

Amending Faculty Handbook to Require Use of Academic Alerts in all 100-level Courses

(Deaver Traywick)

*[Passed APC 5-1, Dissenting View to be presented]*

Dr. Peter Haschke presented the dissenting vote's concerns. Since faculty no longer have to meet with students to clear registration holds, Dr. Haschke asked if the Advising staff can handle this workload and what were the numbers regarding the workload. His other concern is in regards to the rationale that these alerts help student success and would like to see more evidence supporting this. He questions whether these alerts work and is concerned that this particular system requires too many resources and hurts disproportionately a section of faculty.

Dr. Traywick believes the estimate of time is overestimated and through the recent changes they have addressed faculty workload.

Dr. Holland wondered if the default response is the student is fine and allow the faculty to only have to enter a response when the student needs to be alerted to their performance status.

Provost Urgo suggested that the greater loss of resources occurs when the University loses a student compared to the effort to issue the alert. He ventured to say that common sense suggests that alerts are valuable--like sabbaticals are good ideas without looking at data regarding their effectiveness.. The early alerts help students develop good habits early in their academic career.

Dr. Holland questions the helpfulness of the alert since many students do not show signs of not finishing a course until well after the withdrawal dates.

Dr. Cameron relayed she was a vocal opponent of early alerts also and is opposed to putting this in the faculty handbook. However, she is appreciative of the changes that have been made to the system and is not as strongly opposed to it.

Dr. Ruppert said anything we can do to retain students and give faculty an opportunity to communicate across the department helps students be successful.

APC 18 passed 15-2.

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

Dr. Steve Patch reported on the coming Faculty Elections. Next week, faculty should be getting an email from those running the elections this year, Dr. Beck and Dr. Patch with much help from Mike Neelon. Currently, he and Dr. Beck are in the process of determining eligible voters and slating ballots work with Lisa Sellers, Daniel Dunn and Elaine Warren on that. He would like faculty to please review each ballot as they are asked to do sense we are on a tighter election schedule than year's past. According to the handbook, we have to complete our elections by April 1<sup>st</sup>. Due to new academic calendar, we will start a week later which could cause us problems with possible run-offs. Dr. Patch encourages faculty to nominate their colleagues (with their approval) as well as to self-nominate because we want those elected to be interested in serving. Also, ballots that have few nominations tend risk needing a run-off.

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

IDC attended the Chancellor's Strategic Planning Meeting held on January 9, 2017. He encourages faculty to get involved in this to get our needs met especially in fund-raising lifting needs that may not be seen as important but would be very beneficial to students.

IDC will be considering documents regarding a Certificate in Contemplation this semester. UPC will also meet this semester.

VI. Administration/Academic Affairs: Provost Joseph Urgo

Provost Urgo introduced his guest, Eric Brown, the newly appointed provost for the University of Maine at Farmington. Provost Brown was appointed from among the faculty. He will be here for two days observing how we operate. Provost Brown thanked Faculty Senate for letting him listen to their meeting.

Provost Urgo advised Provost Brown to take Dr. Butler's advice to take faculty governance very seriously for once we lose it, we lose the heart of the academic enterprise.

It is so important to a healthy institution to have a strong faculty governance system.

What you saw in today's debate over academic alerts is a good example of a policy that has been debated and examined closely, with compromises reached and opinions raised. Provost Urgo believes we ended up with a stronger system. An environment of engaged discussion where people are free to speak their minds on things, to disagree with each other so that they have ideas disagree without personalities being involved or friendships at risk; that is a critical atmosphere to have in place. This Senate has done a good job of disagreeing and then going off and being colleagues.

Provost Urgo described the retired faculty luncheon yesterday where approximately 50 retired faculty were in attendance. It was a very nice gathering and members of the Senate Executive Committee were at that event.

Provost Urgo reported that the Position Allocation Committee will not have to meet regularly as they have in past years since there are not any new positions to fill and no faculty retiring next year. They will meet once in February to discuss what is coming up in the next several years.

Provost Urgo mentioned that the 7% budget adjustment has been dealt with relatively painlessly. Douglas Luke has done a great job of handling issues in such a way that is the least disruptive. Provost Urgo thanked Dr. Holland for bringing up the adjunct budget for it has gotten out of control. He has formed a task force being led by Dean Konz and he will be receiving a report from them. They are looking at courses that are not absolutely necessary to the curriculum but are being taught by an adjunct because the course is "cool". We have to look at our adjunct budget for we will not be able to sustain it over time. They do not want this to impact PDLs, other leaves and release time. Senators Dr. Holland and Dr. Judson are part of this task force. Dean Konz added they will also look at "cool" courses that are not absolutely necessary to the curriculum being taught by full time faculty since adjuncts are being hired to backfill the required courses to allow the "cool" course. Their concentration and concern is the curriculum and not PDLs and reassigned time.

Provost Urgo wanted to clarify that strategic planning and academic planning are both parallel and intersecting processes. Academic planning is underway and there is a committee that Michael Gass is overseeing which has the deans and three faculty representatives (James Perkins, Tracey Rizzo and Don Diefenbach). They are working on a planning document that will go to departments to guide them to make proposals of a planning process at a department level. That should be reading by mid-February with the idea to receive proposals around the start of the fall semester.

The Senior Director of Admissions and Financial Aid will be joining us on March 1. Stephen McKellips has some 20-25 years in higher education and is a specialist on academic communications for recruiting and retaining students. Deaver Traywick will continue for the next two years in his student success position. Pat McClellan will be working on various projects for the next year regarding curricular issues, helping students stay on track and encouraging a 4-year graduation rate. GA is giving us funding to help juniors who are a couple of courses off track to catch up two courses and get on track to become seniors. GA is willing to help with this great idea and we are looking for other ideas to get students through in four years. The university would like to benefit from Assistant Provost McClellan's extensive knowledge in these various capacities.

## VII. Old Business

Marietta Cameron read the following statement into the minutes:

Colleagues,

As a senator of this body, I am addressing for the record my perception of our discussion of EC resolution 1. First I express my deep appreciation that our administrative assistant, Lisa Sellers, always with meticulous and careful attention summarizes our senate discussions in the most professional, objective, and factual manner. It is not her job to express the sentiments of individual senators.

I am troubled by our rather uncomfortable discussion of a mildly worded resolution regarding the aftermath of the 2016 Election. To be precise, I am troubled by how uncomfortable we all were in that discussion. It was clear to me that we sorely did not want to address or acknowledge incidents of harassment and intimidation that occur on this campus. We try to easily hide behind the question "Where's the documentation?" We are all afraid. I am afraid to be perceived as the emotional, angry, black woman in the room. Some of you are afraid to be perceived as racist for disagreeing with me. Some of us are worried about how the media will perceive us. Others of us are worried about how our state legislators reading our minutes will perceive our institution and react. Some are worried that we like some of our colleagues will be placed on some professor watch list. All legitimate fears. But in our legitimate fears, we don't address and in our silence we deny the incidents of harassment and intimidation.

In our classes, in our convocations, and in our commencement addresses we encourage our students to display intellectual courage and speak out for social justice. They hear our words. But they also see our actions and our non-actions. Guess which has the most effect on their learning?

If we Senators, are sincere in supporting our institution's goals of diversity and inclusiveness, then we Senators must not shrink out of discomfort from honestly addressing the incidents of harassment and intimidation that occur on this campus. And just like with the law....ignorance is no excuse.

I am not saying to you "Have no fear and speak out and take action."

I am saying to each of us "**Despite fear**, speak out and take action."

Dr. Nancy Ruppert thanked Dr. Cameron for her statement and hopes faculty remain open to dialogue.

## VIII. New Business

IX. Dr. Butler adjourned the meeting at 5:15 p.m.