

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE MEETING MINUTES

September 01, 2016; 3:15 pm

Red Oak Conference Room

Senate Members: B. Butler, C. Bell, D. Clarke, S. Patch, A. Boakye-Boaten, J. Beck, K. Boyle, M. Cameron, K. Garbe, L. Han, P. Haschke, L. Hewitt, S. Judson, M. Neelon, J. Perkins, N. Ruppert, A. Wray, M. Grant, J. Uργο.

Alternate: M. Richmond

Excused: L. Holland

Visitors: A. Dowdy, W. Haggard, L. Holland, L. Horgan, E. Katz, J. Konz, K. Krumpke, A. Shope, C. Smith, J. Stowell, W. Strehl, D. Traywick, C. White, C. Willis, C. Williams.

I. Call to Order Dr. Brian Butler

II. Welcome from Chancellor Mary K. Grant

Chancellor Grant welcomed everyone back and passed out the [Strategic Plan visual](#) that tells our UNC Asheville story in a framework where we can talk about our strategic directions. She also gave a heads up that construction will begin this winter on the new residence hall and the Highsmith Union as well as the Owen and Carmichael projects.

In closing, Chancellor Grant said she truly appreciates all that faculty do. Her work as Chancellor is made all the better because of the faculty. When she goes out and talks about this institution - what we are doing and the impact we are making - she does it with conviction. When we appear in rankings, it is because of what faculty are doing with our students in research and disciplines. Faculty are very special experts in your field as well as teachers in the classroom. You are dynamite colleagues to work with. Chancellor Grant is looking forward to a good year.

III. Election from among the alternates to fill Dr. Strehl's vacant seat

Agya Boakye-Boaten was elected by the Faculty Senate to fill the open seat on Faculty Senate. He will serve on the Academic Policies Committee as well.

IV. Approval of Minutes:

[May 5, 2016 3:15 p.m. - Last meeting of 2015-2016 Faculty Senate](#)

[May 5, 2016 6:00 p.m. - First meeting of the 2016-2017 Faculty Senate](#)

Passed without dissent.

[The Standing Rules and Rules of Order – 2016-2017](#)

Moved and second and approved without dissent.

V. Executive Committee Report:

Dr. Brian Butler

Introductions:

[Vice Chancellor for University Advancement:](#)

Vice Chancellor Carla Willis

Vice Chancellor Willis is thrilled to be part of the UNC Asheville community. In her five weeks here, she has been on a listening tour. She has listened to members of UNC Asheville's internal and external communities: faculty, staff, Board of Trustees, Foundation Board members, donors, and her staff in Advancement. She has been doing Advancement work for twenty-five years. Those years taught her no matter what worked best in her previous communities that she has to listen to this community so she can determine which best practices will work at UNC Asheville. That is why she has spent the time listening and will continue to spend time listening.

She is looking forward to partnering with Provost Urgo, the Deans, and Faculty Members as we begin to take the Strategic Plan and develop operational/fund-raising plans to increase our level of philanthropy and support the priorities of this institution. She believes the Advancement Office has done a job, but we can do a better job. As she listens more, she is seeing areas where we can gain more traction.

One of those areas is in developing stronger partnerships with the members of our faculty. Often times, faculty members are the ones alumni stay in touch with. The faculty knows the alumni success stories – where they are, what they are doing and how they feel about this institution. We need to develop stronger ties in working with you.

Vice Chancellor Willis said that she believes she has been successful in this work because she takes a creative approach and believes in having fun while raising more money for the wonderful work at UNC Asheville. She looks forward to becoming partners and collaborators with faculty as we determine what our academic priorities are.

[University Grants Manager:](#)

Grants Manager Charlotte Smith

University Grants Manager Charlotte Smith started her position in April of this year. She comes from Appalachian State University where she was the Assistant Director of Sponsored Programs for eight years. She really enjoys being at UNC Asheville and getting to know everyone.

Grants Manager Smith provides faculty and staff services when they are looking for external funding for research or scholarly-creative endeavors. She has been sending a collection of funding opportunities out on a weekly basis, and she is looking at ways to streamline these directly to individuals. She has started an archive of opportunities, and she will be sending an email out soon regarding this.

Once a funding opportunity is found, the Grants Manager is available to help interpret the request for proposals to find the funding criteria and the requirements for the proposal. She can work along with faculty when talking to the Program Officer for the grant.

She can help with proposal timelines to determine what we need to do and when along with who we need to talk to and what benchmarks we need to hit to get large proposals pulled together in a timely fashion. She can't write a grant for faculty but she can help faculty get started on their proposals and give feedback through editing and proofreading services as well as help developing the budget and bio sketches. As grant awards come in, the Grants Manager can assist with reporting and stewardship efforts to make sure we are giving the sponsor back the information they need about the activities and results we are achieving.

The goal is to get all items pulled together and then hand it off to Louis Toms of the Office of Sponsored Scholarship and Programs. He provides the final review and gathers the final approvals internally before a proposal is submitted.

Like Vice Chancellor Willis, Grants Manager Smith has been in listening sessions and encourages faculty to let her know what their needs are regarding external funding. She is happy to come to departmental meetings, provide a Grants 101 workshop, or an Introduction to Budgets Seminar. She is located in Zeis Hall, Room 209. She invites faculty to drop by, call or email her.

Student Government:

President Charles White

President White is excited that UNC Asheville will have an early voting site in Highsmith Student Union for the General Election from October 20 to November 5. Faculty, Staff and their families may utilize this site.

Charles White also introduced Austin Dowdy, the student on the SGA Executive Team who is responsible for academics. So feel free to reach out to Austin or Charles.

[SGA Welcome Back Issue](#)

Faculty Assembly:

Dr. Lothar Dohse

Dr. Dohse was downstate attending the Faculty Assembly meeting, which the theme will be the UNC system's strategic plan. Dr. Butler gave a brief report regarding a resolution Faculty Assembly may pass which will request the legislature NOT follow through with 3 items in [NC Session Law 2016-94](#). Faculty Assembly's resolution opposes these items:

1. The \$1 million penalty to punish Chapel Hill for exceeding the 18% admission of non-state students.
2. The creation of 8 "Laboratory Schools" (for K - 12) that will be run by a board of trustees without traditional input from faculty, and governing boards.
3. The establishment of a "Policy Collaboratory" at UNC-CH to facilitate the dissemination of policy and research expertise on environmental matters, primarily for practical use by State and local government

Dr. Dohse will learn more about these issues and give a report at the next Faculty Senate meeting.

VI. Academic Policies Committee Report:

Dr. Chris Bell

APC has met once to work out the [APC Memorandum](#). There are two significant changes to this memorandum, which is a document that tells faculty how to submit curriculum changes to APC for consideration:

1. Since many times Deans were not finding out about significant changes within their division until they happen to see an APC document, APC now requires when documents are submitted to Alicia Shope they be submitted to the appropriate Dean as well.
2. Require more documentation regarding the impact on staffing for proposals that change the number of hours or the number of courses required in a major. Specifically, the proposal must include a table describing a two-year staffing plan that demonstrates the department has sufficient resources to teach every course in the proposed curriculum in the offering pattern described in the catalog with a sufficient number of sections and seats for students to graduate in a timely manner. This table should take into account faculty with guaranteed course releases (e.g. department and program chairs, endowed chairs, administrative assignments, etc.) and commitments to University programs (e.g., the Humanities and MLA programs, the freshman colloquium, etc.).

- VII. Faculty Welfare and Development Committee Report: Dr. Steve Patch
FWDC has met once this year where they reviewed the major items they will be looking at this year:
1. Working with the retired faculty and administrators as they hopefully will come together as an organization this year
 2. Looking at possible models for insuring more continuity in the chair position of the Faculty Senate
 3. Talking about appropriate Lecturer teaching loads
 4. Working on the LAC Advisory Committee
- As always, a lot of the best ideas for what we need to work on come from our colleagues, the faculty. Please feel free to pass your ideas and ask your colleagues for their ideas.
- VIII. Institutional Development Committee / UPC Reports: Dr. David Clarke
IDC has met once and do not have documents to present at this point.
The biggest item on IDC's plate is the Gillings School of Public Health in Chapel Hill is looking to have a program involving our wellness program here. There seems to be enthusiasm from the Health and Wellness Department to pursue this. IDC looks forward to seeing a document developing ideas how to accomplish this.
A couple other proposals they will look at are Indigenous Studies and on Creativity. The Indigenous Studies proposal will be coming from Trey Adcock and the Creativity proposal will be coming from Laura Bond.
UPC has not met yet. Dr. Clarke and Chancellor Grant will be meeting to discuss UPC's role this year and the tasks for the year since we are not moving directly into developing a master plan. He will give a UPC report at the next Senate meeting.
- IX. Administration/Academic Affairs: Provost Joseph Uργο
- The Admissions Director search was not successful, and Pat McClellan is serving as Interim Assistant Vice Provost in Admissions. Pat's move provided an opportunity for Deaver Traywick to step in as Interim Senior Director for Student Success. The Provost has asked Deaver to provide some research on the impact of freshman attendance-taking on student success before presenting a proposal to APC. Faculty are also making greater use of our early warning systems. The Provost believes the new view regarding these practices is students see these as ways the institution has an interest in their success by guiding them to develop good habits early in their academic career.
- High-impact academic practice. We have around 77 % of our students participate in a high-impact academic practice before they graduate, whether it is service learning, internship, study abroad, or undergraduate research. We might want to expand that definition to include Student Government participation and Athletics if we were to turn this into a requirement for graduation. The requirement for graduation is not a redundancy but to communicate a value that underscores our commitment to this kind of learning. He would like APC to think about that for there are schools who require this as a condition of graduation.
- Clusters/Certificates. We passed the clusters option last year which provides the opportunity for students to organize their electives with greater forethought. The Provost would like us to consider calling them what everyone else calls them: certificates. He is concerned that students will have problems successfully convincing employers in job

interviews that a UNCA clusters has the same or more value than certificates. He understands the legacy of clusters here, but he asks faculty to think how this translates outside our campus.

Physical Space Task Force. The Chancellor is putting together a Space Task Force to oversee the physical space and the challenges that are going to be coming. Dean Keith Krumpe will convene and there will be faculty and facilities staff on this task force. There will not be anyone from Owen, Carmichael or any other directly affected spaces during this construction period of time. The task force will not deal with what to do with these spaces but what to do with collateral issues such as swing spaces and parking issues. They will anticipate issues and keep the campus informed.

Adjunct Faculty Budget. In the last year (2015-16), we have a 47% increase in cost of our adjunct faculty budget. That represents a \$200,000-\$300,000 increase. This is due to the large freshman class last year as well as departments covering PDLs and release time. The increase is unsustainable. The Provost had a discussion with FWDC and Faculty Senate about following practices where Lecturers teach more than tenured-line members [16 hours] which was not received very well. If we are going to have PDLs and release time, we have to be thinking about our course delivery in terms of how much it costs us.

The Provost will put together a task force to work closely with the deans and Douglas Luke to review the adjunct funding. Right now he has the deans tracking every adjunct we have and note the reasons for each hire.

The Provost would like to explore alternatives to meet course delivery other than hire an adjunct by exploring these questions:

- Has this course always been taught by an adjunct?
- Is someone out on PDL?
- Is someone on Family Leave?
- If necessary, can waive a requirement for graduation rather than teach the course? Would that be disastrous and impossible?

There are many implications and resolutions to these questions. A proposed solution we could consider instead of hiring an adjunct is to consider not teaching a course for a semester or waive the requirement for graduation. Is that possible in a given situation?

The adjunct budget is a limited amount of money so we have to be frugal in its administration. The increase last year was unprecedented, and we need to get to the root of it because we can't continue to spend this amount on adjuncts every year.

Lecturer Rank. The Provost has had very interesting conversations with FWDC, Faculty Senate and the Senate Executive Committee about Lecturers. The Provost said at the last Senate meeting that he wants the career of a Lecturer here to be a meaningful one. That is why we introduced the idea of the Senior Lecturer to have something for people to work towards. The Provost does not want to exploit people but rather to be fair and institute contracts in as equitable manner as we can. So these are some of the challenges we face. The Provost will be attending a FWDC meeting to talk about how to form the task force. The Provost opened the floor to questions.

Questions and Discussion.

Dr. Butler wanted to clarify the Lecturer item. There was a Lecturer advertisement that the Executive Committee had concerns over the hours and the position was changed. The Provost committed to shared governance and agreed the issue needs to go through the

Faculty Senate process. Hence, the task force was created. Dr. Butler thinks this is great and thanks Provost Uργο. Provost Uργο has basically encouraged us to believe in Faculty Governance.

Dr. Butler said that this means faculty needs to share some pain. We are now facing tough choices, and this task force is going to have to face this honestly and prove that the faculty, when given the chance, can make the choices. Dr. Butler said the task force will have to be a “lean and mean” task force. Provost Uργο added that the task force’s response can’t be, “Go find more money.” That is not realistic in terms of the salary pool. The General Administration funding increases as our enrollment increases, but with enrollment increases, other expenses also increase.

Provost Uργο was asked whether adjuncts include full time temporary positions. The Provost counts everything that is not a tenure-line position as an adjunct position.

Dr. Cameron wanted to point out that there are many faculty on staff who are not eligible for the Senior Lecturer rank who work just as hard as the tenured and tenure-track colleagues. They are doing things that extend beyond their stated contracts already. There seems to be an impression that there are some faculty who are only teaching, but Dr. Cameron believes most of the Lecturers we have at UNC Asheville are fully-engaged and fully-involved in the academic community. They are committed for less pay and less respect. When we say we are going to increase their teaching load, there is concern about that among those colleagues. Faculty have heard rumors this had already passed, which it hasn’t. Dr. Cameron advises the Faculty Senate and the task force to be aware of human dignity and human rights as we balance finances.

Dr. Richmond confirmed that the Lecturers do believe this is already a done deal and are getting together in about an hour to talk about it. Faculty are very worried and confused. Dr. Richmond will be attending that meeting and will pass on what has been discussed here. Provost Uργο said he would be happy to talk with the group.

Dr. Beck said this issue is not only about faculty but about the students. It will be important for this task force to look at the impact on our students as they deliberate.

Provost Uργο added that what is tied to this is also the size of majors. The larger the major is, the more faculty personnel is needed to deliver it. Provost Uργο has been talking since he got here about having reasonable, appropriately-sized majors. The degree is a BA, not a MA, and not everyone is looking to go to graduate school.

Dr. Butler reiterated that the task force has to seriously face this issue, decide what our values are, and decide who will carry the weight. Dr. Butler is glad we are going to get to have the conversation. Now we get to share the pain of making choices.

- X. Old Business
- XI. New Business
- XII. Adjourn
- XIII. Adjourn 4:12pm