

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE MINUTES
December 7, 2017; 3:15 pm
Red Oak Conference Room

Members M. Stratton, M. Cameron, B. Butler, L. Hewitt, J. Beck, L. Bond, K. Boyle, R. Criser,
Present: P. Haschke, L. Holland, M. McClure, M. Richmond, A. Rote, N. Ruppert, M. Smith,
A. Wray, J. Urgo.

Visitors: M. Grant, E. Adell, A. Boakye-Boaten, E. Adell, J. Cavanaugh, A. Dowdy, B. Haggard,
M. Gass, L. Horgan, J. Konz, P. McClellan, M. McGee, A. Shope, C. Williams

I. Call to Order

II. Approval of Minutes:
November 9, 2017 3:15 p.m.
Minutes passed without dissent.

III. Executive Committee Report: Dr. Micheal Stratton
Chancellor Grant's final address to the Faculty Senate:

"I love crashing a Faculty Senate Meeting. It is one of my favorite pastimes." Chancellor Grant wanted to take a moment with Faculty Senate to primarily say, "Thank you." From the moment she arrived to this campus, she has seen the deliberative work of this group to be thoughtful and impressive. Their time and energy put into making this a better university is important. Because of Senate's work, we do better work collectively. Even with a full agenda at this busy time of year with its many stressors and things that pull on our attention, here the Faculty Senate gathers to do the work on the behalf of our students and our university.

Chancellor Grant said it has been an enormous privilege to serve with this distinguished group and those who have sat in these chairs before you and to watch the spirit that you bring to your work. Even when you disagree with each other, the spirit in which you engage each other and deal with those spirited disagreements sets you apart.

When she thinks about the work she is going off to do in this time of our country where the national discourse is so broken, she realizes that rather than talking to each other citizens are talking by and at each other so we are not making progress as a people and a country. We lose a bit of our humanity every time we do that.

Chancellor Grant would like to take this group on a road to show how to have challenging conversations to do your best work. Faculty Senate shows it is best to stay at the table during spirited disagreements and offer perspectives for resolution. Faculty Senate gives Chancellor Grant a lot of things to model and talk about, which will help her be better at the work she is going to do. She thanked Faculty Senate for that.

Chancellor Grant thanked Provost Urgo for stepping into the Interim Chancellor role and she also thanked Karin Peterson who will be acting Provost for next semester.

She thanked the Faculty Senate Executive Committee for their time in conversations outside the regular meetings as well as those serving on the search committee.

It seems like a short time ago she sat in this room on a Saturday in August meeting Faculty Senate members for the first time, and she has thought every moment of every day how lucky to do this important work with this community.

Faculty do change many lives, one student at a time. Chancellor Grant has talked to students and they express what a difference you make in their lives. She is so appreciative of this hard work and the tools they have given her to help her model good work going forward in trying times.

In closing, Chancellor Grant thanked faculty and Senate very much for what they do, how they do it, how hard they work, how good you are at what you do, and the expertise you bring to the classrooms, laboratories and field work to inspire our students. In a week, 200 students will be graduating at commencement – you made that happen. Chancellor Grant heartedly thanked faculty and Senate for their work.

Faculty Senate Chair's Report:

Total Compensation and Cost of Living Exploration. The Senate Executive Committee and Staff Council are exploring the topic of total compensation. They are in the stage of collecting data from Human Resources on trends in health care costs for UNC Asheville employees as well as cost of living increases. Thanks for Josh Cavanaugh for what we have from the Chamber of Commerce. The endgame is to get a picture of our compensation as employees of this university so that we can see as anticipated that when we have the privilege of receiving increases that there is an understanding that the increased health costs and cost of living in this area still has employees working in the negative and the importance of the increases as reward for our work is understood. The Faculty Senate and Staff Council Chairs are looking at this to represent staff and faculty. After they gather the data, Dr. Stratton would like FWDC to consider the data. Not only are health costs and cost of living a concern on our campus but system-wide all the way to up through the Board of Governors. Dr. Stratton feels this might be an opportunity for us to advocate to the Board of Trustees and UNC System-wide to see what response we will have from General Administration and the Board of Governors.

Consideration of an AAUP Chapter. There will be an organizing meeting on February 16 from 4:00 p.m. – 6:00 p.m. in the Red Oak Conference Room of Ramsey Library. Dr. Don Diefenbach and Dr. Stratton will send an email out to those who have expressed considerable interest. If you are interested, please let them know. In order to establish a chapter, we have to have 7-8 subscribed members of the AAUP before the university can establish a chapter.

Chancellor Search Committee Update. A sub-group of the committee has reviewed the Leadership Profile and Job Announcement. Both are not in the hands of the search firm in the hope that the formal job announcement and the recruitment of candidates will happen very soon. The search committee's next meeting is in February 2018 to have an initial review of the candidates. The months of February, March and April will be very busy.

Student Government:

Austin Dowdy

SGA has completed their student panels for this semester. The panels included students athletes, transfer students, veterans and students with disabilities. They have transcripts available and if you are interested in the feedback, send email to Austin Dowdy at sga@unca.edu. They will have more of these student experiences panels next semester. The groups they have confirmed for the coming semester are reapplied students, multicultural students, non-traditional students, and LGBTQ students.

Staff Council:

Chair Josh Cavanaugh

Staff Council is divided into 3 subcommittees: Communication, Programming, and Governance. The Governance Committee is reviewing their bylaws and designing a nomination process. Currently the Chair of Staff Council nominates members for the council to vote on. The Governance Committee is also understanding what committees exist in the realm of shared governance. They are looking to understand who serves on which committee and how to present Staff Council's voice in regards to University Policy.

The Programming Committee is completing final tasks for the semester. They have decided having staff forums twice a year. Their town hall session will be held sometime in February. They are also looking to work on professional development for staff.

The Communication Committee is gather content to develop a website similar to Faculty Senate's <https://facultysenate.unca.edu/>. Their website when it is completed will be <https://staffcouncil.unca.edu/> (at the moment, only the "shell" exists).

Faculty Assembly:

Dr. Lothar Dohse

At their last meeting, Faculty Assembly was invited to breakfast with the UNC System President Margaret Spellings. She sought input from Faculty Assembly how they can better connect with the high schools. She is very worried the Board of Governors want their own paid staff, which would create two governing bodies. She nor Faculty Assembly think that is a good idea and they approved a short resolution stating they are not in favor of this. Our former mayor was the deciding vote not to do this when this came up in one of the Board of Governors' committees. Since this was in committee, the topic may come up again for vote.

Dr. Dohse was disappointed that a follow-up for what they had done. The last time they met there were two statements presented – one on DACA and the other on the Freedom of Speech Act. Faculty Assembly decided not to do anything and leave them as is. Some members of Faculty Assembly wanted to send a statement that said thanked them for listening to Faculty Assembly but they wish they would not follow through with the passage of the act. However, that was not done.

There is concern that the General Administration is going to crack down on the 120-hour requirement on majors. Some schools require 124-128 hours to graduate. They would like all schools to be at 120 hours and those departments with more than 120 hours are to be accountable for that and get special permission.

Dr. Lora Holland asked if Faculty Assembly was given a timeline when they want schools to comply with the 120-hour requirement. Dr. Dohse said that he is not sure for UNC Asheville is at 120 hours. Dr. Ruppert and Dr. Dohse said they highlighted UNC Asheville. There is an understanding that some programs need more for accreditation. The problem

area is schools that require for the same degree 128 hours to graduate and questions why they have to have at least two more classes. The other issue is that those out of compliance should be addressed by their institution's Board of Trustees and not the Board of Governors/General Administration.

IV. Academic Policies Committee Report:

Dr. Marietta Cameron

***First Reading**

[Decision Summary for APC 10 through APC 19](#)

[APC 10](#)

Remove DRAM 213 as a requirement from 6-9 Language Arts Licensure;
Remove DRAM 213/NM 101/VMP 205 as a requirement from
9-12 English Licensure
(Dr. Nancy Ruppert)

[APC 11](#)

Revise Requirements for IST Concentration in Ethics and
Social Institutions
(Dr. Jeff Konz)

[APC 13](#)

Removing Language for Computer and Oral Competencies from
Descriptions of the Majors
(Associate Provost Pat McClellan)

[APC 15](#)

Delete WLNG 110 and 120, replacing with CHER 110 and 120;
Add new courses: CHER 230, 310 and CHER Special Topics

[APC 16](#)

Change the course titles of FREN 340 and FREN 341

[APC 17](#)

Change the titles and descriptions of GERM 210, 220, 310, 320,
390 and 490

[APC 18](#)

Delete GERM 345, 355 and 420

[APC 19](#)

Delete PORT 210 and 220, replacing with PORT 230
(Dr. Elena Adell)

[APC 12](#)

Change credit hours for DAN classes from 3-4; Change the required
credit hours for a minor in Dance
(Dr. Celia Bambara)
Passed 3-1-1. Dissenting voice will be heard at Second Reading.

[APC 14](#)

Removal of references to Information Literacy and Writing
Competencies in the Liberal Arts Core (LAC) [Appendix 1](#)
(Associate Provost Pat McClellan)
Passed 2-1-2. Dissenting voice will be heard at Second Reading.

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

Second Reading

[Decision Summary for APC 1 through APC 9](#)

[APC 1](#)

Rename LA 478 from “Senior Capstone” to “Cultivating Global Citizenship”;
Reduce the prerequisite hours for LA 478 from 90 to 75;
Alter course description
(Dr. Brian Hook)

[APC 2](#)

Change the description of INTS 365

[APC 3](#)

Add new courses to Africana Studies:

AFST 350, Lusophone African Nations

AFST 352, The Lusophone African Experience Through Cinema

AFST 354, Brazilian Cinema and Popular Music

(Dr. Agya Boakye-Boaten)

[APC 4](#)

Add new course, AIIIS 305, Cultural Expressions from Abya-Yala
(Dr. Trey Adcock)

[APC 6](#)

Add New Course, LIT 330, Readings in Film

[APC 7](#)

Delete LANG 368 and LIT 349, 357, 365, 367, 368, 443, 445 and 446,
replacing them with LIT 484; Change the title for LIT 440

[APC 8](#)

Change the titles of LIT 497 and 498

[APC 9](#)

Revise the Requirements for all concentrations in the Major in English

[Appendix 1](#)

(Dr. Kirk Boyle)

A motion was made to accept APC 1-4 and 6-9. The motion was made and seconded.
APC 1-4 and APC 6-9 passed without dissent.

[APC 5](#)

Academic Calendars for 2018-19 and 2019-20

[Appendix 1](#)

[Appendix 2](#)

(Lynne Horgan)

A motion was made to accept APC 5. The motion was made and seconded.

Discussion:

A request was made to correct number of class days for each day of the week. Lynne Horgan will make the change and send it to Lisa Sellers.

Although she intends to vote in favor, Dr. Hewitt has a concern about shortening reading day. She is not certain we have evidence that our students would prefer to have reading day shortened versus some of the other options. She requests as we move forward we engage students in conversation with a survey and track to see if this poses a problem and we need to revisit this again. Dr. Cameron said this issue was brought up and an email message was sent to SGA and SGA (Appendix 2) did respond that they preferred the shorter reading day. Dr. Hewitt understands but not sure all our students are engaged with SGA or that SGA is statistically representative of our students. She is only asking that we keep an eye on it.

There were reports to advisors that some students were not in favor of the shorter reading day, but not sure if that meant they preferred having exams on Saturday, which is what the shorter day practice was trying to prevent.

There is also interest in shortening exam periods from 2.5 hours to 2 hours, which would be a completely different motion.

Lynne Horgan explained that we will always try to have a full week of classes after Thanksgiving depending upon when Thanksgiving falls within the month.

Laura Bond expressed concerns over grades being due on the same day as commencement. Lynne Horgan said grades are mandatory for seniors and the small subset of graduates – those who are considered for Latin honors. The Registrar says she goes to breakfast, then return to her office to check the grades, and then goes to commencement. With all the events that faculty attend on Friday, Dr. Holland said for those with exams on the last exam day that is crunch time. The Registrar said she works on a case-to-case basis for those in that predicament, but she would not want to extend that deadline for everyone past that.

APC 5 passed 14-2.

V. Faculty Welfare and Development Committee Report: Dr. Lyndi Hewitt

[Decision Summary for FWDC Documents](#)

***First Reading**

[FWDC 6](#) Personnel Decisions for Joint Appointments

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

Second Reading [Decision Summary for FWDC 3 through FWDC 5](#)

[FWDC 3](#) Promotion and Post-Tenure Review

[FWDC 4](#) Academic Appeals Board (AAB) and Faculty Conciliators

[FWDC 5](#) Institutional Review Board Policy

Judy Beck is over Faculty Elections this year.

We have 3 Senate resignations due to leaves. The APC vacancy will be filled with the remaining alternate, Kevin Moorhead for Spring 2018 semester.

A special election will need to be held for the remaining two vacancies. Judy Beck has been sending out emails asking for nominations and we are receiving sufficient numbers for each division. Nominations are due by tomorrow at 5 p.m. (Friday, December 8). There terms for these vacancies are one for 2.5 years and another for 1.5 years. The faculty member receiving the highest number of votes will receive the longest term.

Dr. Hewitt met with Chief Boyce regarding parking. They are working very hard on this issue and they foresee faculty regaining around 12 spaces in the spring.

Listening Sessions are being planned for end of January and being of February – more information to come in January.

A motion was made to consider FWDC 3, which was seconded. No Discussion.

FWDC 3 passed without dissent.

A motion was made to consider FWDC 4, which was seconded. No Discussion.

FWDC 4 passed without dissent.

Dr. Hewitt wanted to thank Dr. Aubri Rote on her work on FWDC 5, which was not an easy document to write. A motion was made to consider FWDC 5, which was seconded.
No Discussion.

FWDC 5 passed without dissent.

VI. Institutional Development Committee / UPC Reports: Dr. Brian Butler
IDC talked about the Joint MPH, which will be coming to Senate in the Spring semester. This proposal brought up more master degree issues, which IDC will be reviewing those issues next term.

They had a conversation on campus climate and reviewed policies on bullying. They shared their discussions with Dr. Hewitt, FWDC chair and will be continuing that.

They will begin the next semester reviewing the data that has been gathered on the academic structure.

UPC met where they had a discussion on the Policies on Policies. Research has been gathered on why the committee exists and they will have a discussion on this at the next meeting.

They are looking forward to the Modern Language and Literature documents and discussion that will be January.

Master Planning has a steering committee which is doing just that – steering. UPC will be seeking as many stakeholders as possible in the master planning process. Master Planning has just started and they are slowing it down so they can allow the new chancellor an opportunity to provide input before finalizing the master plan.

VII. Administration/Academic Affairs: Provost Joseph Urgo

The past few weeks have been a time of transition and reflection as Dr. Urgo turns to the work of the Interim Chancellor while preparing Dr. Karin Peterson for her role for a semester as the Acting Provost.

There are times when we engage in self-examination and reassessment of how we do things, and this interim time seems to be one of those times. The Provost supports the idea of FWDC listening sessions. This is the time where we attend to issues of climate and shared governance.

Shared governance sounds like a positive thing, and central to the work is learning how to disagree with each other. We might want to reexamine how we go about disagreeing. Provost Urgo considers unfortunate signs in shared governance are when people resign in response to events, abstain from participating or walk away from things. Those are indications that the system or practices are breaking down, and it is incumbent upon us in such times to reexamine how we do things.

This interim period may seem like a time we can't make major decisions like those regarding master planning since you don't want to make major policy changes that affect the entire university before you know who the new Chancellor is. At the same time, there is no better time to check in with each other so we can better communicate who we are to the new leader when they arrive. Provost Urgo would like to help in any way he can in his new seat and perspective so we can use this time next semester to our greatest advantage.

Provost Urgo will miss meeting with this group. This is one of his favorite things that he does as Provost. He believes he is on record for strongly supporting shared governance and faculty participation. He liked what Chancellor Grant said that one of the strengths of this institution is the strong control that the faculty exert over events.

Provost Urgo hopes to hear from faculty in his new role as Interim Chancellor next semester. This will be a learning time for him and he will look for faculty's guidance.

VIII. Old Business

IX. New Business

Dr. Stratton thanked Dr. Regine Criser, Dr. Amanda Wray and Dr. Agya Boakye-Boaten for their service on the Faculty Senate and wish them the best on their time away from UNC Asheville. They will be missed on their time away.

X. Adjourn

Dr. Stratton adjourned the meeting at 4:08 p.m.