

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

Members Present: M. Stratton, M. Cameron, B. Butler, L. Hewitt, J. Beck, A. Boakye-Boaten, L. Bond, K. Boyle, P. Haschke, M. McClure, M. Richmond, A. Rote, N. Ruppert, M. Smith, S. Traboulsi, A. Wray, J. Uργο.

Members Excused: R. Criser, L. Holland.

Visitors: J. Cavanaugh, E. Chiang, M. Davis, L. Dohse, A. Dowdy, L. Horgan, J. Konz, K. Krumpke, P. McClellan, K. Peterson, J. Pierce, A. Shope, W. Strehl, D. Traywick, C. Williams.

I. Call to Order

Dr. Micheal Stratton called the Faculty Senate meeting to order at 3:15 p.m.

II. Approval of Minutes:

Regular Meeting and Special Session minutes for October 5, 2017 3:15 p.m. were approved without dissent. The closed session minutes were passed out and brought back up for approval at the end of the meeting.

III. Executive Committee Report:

Dr. Micheal Straton

Dr. Micheal Stratton read the following statement to the Faculty Senate:

“After conversations with some faculty, staff, and students inside and outside this room, and after consulting the Senate Executive Committee, I wanted to share some thoughts about a couple of matters central to the work we do at this table and across campus. Please indulge me for a couple of moments.

The collective anxiety is palpable and pervasive. The leadership transitions and associated uncertainty here at UNC Asheville, the unpredictable political dynamics downstate, the regularity of national tragedies, the vitriol that has become our political discourse at the national and state levels, and our own personal struggles for which we all experience have, to varying degrees, affected our well-being and our treatment of one another. I say all of this because we should step back and reassess – I ask that we reflect on how we cope with all that is coming at us...

We strive to embrace empathy instead incivility. Whether we’re debating policy or personnel decisions, let’s place ourselves in others’ shoes and approach each other with respect. Does that mean we have to agree? No. Does that mean we should avoid vigorous disagreement? No. But, it’s how we disagree and how we treat each other that should be of concern. Many of us are afraid that our disagreements have become too personal. Some of our differences may be clouded by historical battles won or lost, or

the perception that only the loudest person in the room should “win” the argument. It shouldn’t be about winning or losing. Taking hard and fast positions without listening to each other, without critically exploring others’ perspectives and experiences, and without challenging our own assumptions are all barriers to greatness. Vigor, advocacy, and inquiry are not mutually exclusive.

No matter our respective ranks, our respective roles, or where we each sit in this room, around the table or as a guest, we each deserve respect and an opportunity to voice our thoughts. Let’s acknowledge the privileged status that some of us have in this room and let us also seek out ways to empower those who have been oppressed. Let’s be persuaded by data and our shared values rather than by bullying and intimidation (unintentional or otherwise). When we can’t agree, let’s respectfully challenge each other. There’s evidence of this happening across campus and that should be affirmed! Let us carefully craft our dissent and our questions; let us challenge each other in a way that doesn’t alienate. During these times, possibly more so than ever before, we need to lean on each other. If we’re divided, then how will we face the difficult road ahead when many depend on us to identify and solve complex problems? I am not at all suggesting that my words today will diminish infighting and disciplinary biases inherent to all academic institutions, but I ask that we all take time to learn from each other and seek a more collegial path forward. With the leaders in this room, I am confident that we’ll continue to accomplish great things for our students and citizenry. I’m grateful for the work you all do, the support of our Provost, and the unrelenting dedication of our Senate Executive Committee.

Thank you for listening.”

Dr. Stratton introduced Dr. Karin Peterson, the Acting Provost for Spring 2018. Dr. Peterson made some [remarks to the Faculty Senate](#).

Student Government:

Austin Dowdy

Dr. Stratton began his introduction by saying the Student Government Association sponsored a great mixer for students and senators.

Austin Dowdy thanked the senators who attended the mixer this afternoon. It was a great opportunity to network and share ideas on how we could collaborate on future initiatives.

The latest student experience series featured a panel of Veteran students as well as the Veterans Alliance who shared their experiences inside and outside the classroom. That was held in Brown 217 from 6:00 p.m. – 7:30 p.m.

The final panel for Fall semester will be held on November 30, from 6:00 p.m. to 7:30 p.m. in Brown 217 and will feature a panel of students with disabilities.

A survey regarding suggestions on how we can retain faculty of color is forthcoming by the Executive of Diversity Initiatives, Michael Davis.

Staff Council:

Chair Josh Cavanaugh

Dr. Stratton introduced Chair Cavanaugh by saying the photo op was a great success. Chair Cavanaugh said the Campus Photo was great with around 250 people.

Last April, Chancellor Grant gave Staff Council a charge to try to fix the communication on campus. Whether this is by email or different platforms of hardware or software, we need to improve our communication from the efficiency perspective. They have been in discussions with communications and marketing to potentially outsource and get an independent view of how we communicate at UNC Asheville:

- Is it too much or not enough?
- Are people getting the information they need in the appropriate format?

Chair Cavanaugh encouraged faculty and staff to attend one of the constituent forums.

In conclusion, Staff Council is willing to collaborate with Faculty Senate to develop a unified voice on matters that concern both faculty and staff.

Faculty Assembly:

Dr. Lothar Dohse

Faculty Assembly met three weeks ago and will meet next week. Dr. Dohse presented four items:

1. They had a big discussion concerning the issues that Veterans face. The main concern is the difficulty in transitioning from military life to domestic life. The main issue is the timing between being discharged and the start of the next semester. The other issue is veterans are being preyed upon by private unaccredited institutions, and many times, veterans are not aware of an unaccredited institution's status until it is too late.
2. The recommendations by Faculty Assembly regarding the Freedom of Speech Bill were ignored. It was said that the bill passed with consensus of university groups, but Faculty Assembly did not agree that they liked what they saw. They particularly hoped to move any infringement from criminal sanctions to internal sanctions within the UNC system, but the legislature insisted that any kind of substantially disruptive behavior comes under criminal law, which means sanctions will immediately go outside the university. Faculty Assembly will work again on this next week but not sure they will be successful.
3. Regarding the proposal of moving GA to Raleigh, they now doubt the move will happen because the Board of Governors met and realized a move to another city would be such a huge bill that benefits were substantially diminished.
4. The last item was the idea of P16 education which is education beginning in pre-kindergarten through the 16th grade. Faculty Assembly is not sure where this will lead.

IV. Academic Policies Committee Report:

Dr. Marietta Cameron

**First 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 5](#)

Academic Calendars for 2018-19 and 2019-20

[Appendix 1](#)

[Appendix 2](#)

(Lynne Horgan)

[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)

Dr. Marietta Cameron said that APC have nine documents for first reading. Per our new policy agreement in the standing rules, we have started the custom of providing decision summaries. Dr. Laura Bond appreciates the summaries and finds these very helpful.

Although APC had spirited discussions, all nine documents passed without dissent. If you have questions or issues to be addressed regarding these first reading documents, please contact Marietta Cameron, APC Chair, at [mcameron@unca.edu](mailto:mcameron@unca.edu). Dr. Cameron also encourages the senators to talk to their colleagues before these documents come up for second reading in December. She also encourages senators to take issues to the department contact/document proposer also to give them an opportunity to address an issue.

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

**\*First Reading** [Decision Summary for FWDC 1 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

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

### **Second Reading**

[FWDC 1](#) Selection of Curriculum Coordinators

[FWDC 2](#) Creating a Diversity Intensive Committee

Dr. Lyndi Hewitt reminded everyone that we have an Ombuds team in place now. We have one fully-trained ombudsperson, Heidi Kelley who was able to attend the International Ombuds Association 3-day training. If you have questions about the sort of cases that are appropriate to refer to the ombuds team, refer to Faculty Handbook or contact Dr. Hewitt, Dr. Kelley or Dr. Batada.

FWDC is planning a series of listening meetings sometime in January or February.

Dr. Hewitt has met with Jeff Brown, and ITS is addressing faculty needs to get their work done. Although the administrative privileges issue has been frustrating, faculty need to have an appreciation for the work that ITS does for they are working very hard right now.

FWDC is working on addressing faculty's concerns with parking. They had sent this concern to the Transportation Committee that did have some conversations. The next step is FWDC will meet with Chief Boyce concerning the parking situation before bringing this back to Senate.

Regarding the second reading documents, a motion was made to consider FWDC 1, which was seconded.

Discussion:

Dr. Nancy Ruppert asked if the curriculum coordinators receive release time. Dr. Hewitt replied they do not.

Dr. Ruppert thanked Dr. Ruffin and Dr. Chiang for their work in the Diversity Intensive position.

FWDC 1 passed without dissent.

A motion was made to consider FWDC 2, which was seconded. No discussion.

FWDC 2 passed without dissent.

VI. Institutional Development Committee / UPC Reports: Dr. Brian Butler

Dr. Brian Butler relayed that IDC voted on the MLAS +1 and they unanimously said no, and the proposal failed passage in IDC. They are welcomed to bring the proposal back; however, there were many issues. The main reason for the dissent was the proposal would have had a significant negative effect on our undergrads' senior experience and no explanation offered alleviated IDC's worries.

At the next IDC meeting, they will have a discussion with the group involved with the MPH proposal.

IDC has a lot of research on institutional structure. This is in response to Dr. Mark Gibney and others' requests to explore this. They have a lot of data that they are just now reviewing. Lisa Sellers and Michael Gass both have done a great amount of research for IDC providing the organizational structures from the COPLAC schools as well as data on our faculty lines in comparison with other lines across campus and a general projector of the academy overall. As a result, Dr. Butler thinks IDC will have some good discussions coming up.

UPC did not meet this time. Their next meeting is November 28.

VII. Administration/Academic Affairs: Provost Joseph Uργο

UNC Asheville had a visit this week from the President of Henderson State University in Arkansas, another COPLAC school. When the President sat down and talked with Provost Uργο personally, he asked, "How do you manage faculty collaboration so well?" He was struck by the extent of collaborations on campus. He also wanted to know how we convinced the library to become such a student-centered organization and how we got faculty to work together across disciplines, especially between the science and humanities faculty.

The Provost prefaced his remarks by saying that we do face challenges in this area, but we should also acknowledge that we do some things quite well and visitors are often impressed by what they see when they come to UNC Asheville. We do practice a level of shared governance which works well, and the strength of that system will get us through the hard patches. This doesn't mean that we won't face challenges that are as strong here as anywhere, but we have structures, pathways, and practices in place to help us with these challenges.

The Enrollment Planning Committee meets weekly to deal with issues of student recruitment and retention. Lately, we have been moving this committee more towards a policy committee centered on student success evaluating how we inadvertently inhibit students from completing their coursework in a timely fashion. This committee is a big group and Provost Uργο wanted to recognize its members: Vice Chancellor Bill Haggard, Michael Gass, Harold Thomas, Micheal Stratton (Senate Chair), Brian Butler (IDC Chair), Lynne Horgan, Deaver Traywick, Sarah Broberg, Ben Underwood from Advancement, and staff from Admissions and Financial Aid. The committee examines policies from all over the campus. He wanted to let APC and Faculty Senate know about this group that may be submitting document proposals in the near future.

At the gathering of the CAOs this week, Provost Uργο found out that some of our UNC peers have a great deal of trouble administering Post-Tenure processes. There are a number of places that do not do it on time. A number of schools are out of compliance and have appeals coming up from the schools to the UNC System Administration. Provost Uργο commended the faculty for its success in administering the PTR process successfully on our campus.

At the Board of Governors meeting, a couple of things came up that may be interesting. One, we are ahead of the curve for we have most of our majors down to around 120 hours. We are the only campus in the system that has an almost universal compliance to finish a major in 120 hours. Other campuses hours are around 30-40% above that threshold.

The other Board of Governors item concerns summer tuition funding. We do need to pay some attention to how summer school is offered here. There is a tension between offering what faculty want to teach as opposed to what students need in order to graduate in four years. He knows these are the questions that are going on in the task force right now. Provost Uργο hopes we move to a model that accommodates both of those desires.

There is a great deal of discussion about math pathways. There are a number of failures in college algebra across the UNC System. We have been providing math pathways in different disciplines for over 40 years now and it works very well. We have 80-90% pass rate of our courses. This is another area where people are looking at us and say, "Wow, you guys know what you are doing!"

Regarding this transition time between Chancellors, as a matter of practice, all of the major decisions in the Provost Office are all made in consultation with the Chancellor. He says this to point out that within the next semester when (acting) Provost Peterson consults with (interim) Chancellor Uργο that this is a matter of how decisions usually are made. At the same time, there are things that he asked Dr. Peterson to think about that she would like implement in her term of service next semester. She listed those in her statement.

#### VIII. Old Business

Dr. Stratton asked for a motion to approve the closed session minutes for October 5. A motion was made and seconded. The minutes from the closed session were approved without dissent.

#### IX. New Business

Dr. Samer Traboulsi brought before Senate the subject he first brought up in email: predatory publishing. Dr. Traboulsi asked how can this issue proceed through the Faculty Senate. Dr. Stratton's recommendation is to let the Senate Executive Committee discuss it first. Then forward it to FWDC since they deal with the evaluation and scholarship material that is documented in the Faculty Handbook. Dr. Hewitt agreed. FWDC would like to gather data on positions and experiences from faculty, ideally, during the listening sessions next semester. After the listening sessions, if FWDC thinks changes need to be made, they would then make a proposal of changes at one time instead of a flurry of individual proposals here and there. Dr. Stratton asked at what level should this be addressed. Provost Uργο said he knows the Committee of Tenured Faculty expect this to be handled at the Department Chair level.

Dr. Mark McClure asked if there was a sense that this is an issue on this campus. Dr. McClure appreciated the article and the email, and although he hopes it isn't an issue, he feels it is worth looking into. However, Dr. McClure cautions going into this with the attitude that it is a problem. If it is not an issue, he would not want us to act too strongly. His concern has to do with

that there are a lot of new, exciting avenues to get news out. For example, Dr. McClure participates in a lot of online discussion forums. The stuff he puts out there that doesn't qualify for his research is being cited by academic journals. Sometimes these new modes of discussion can be more beneficial than we can imagine. This is not what he had in mind when he brought this up, but he just wanted to offer a more optimistic view.

Dr. Stratton agreed with Dr. McClure about evaluating first whether this is an issue for us. Dr. Hewitt also agreed with Dr. McClure about gathering data first before deciding whether we need changes to our processes and policies.

Dr. Stratton had wondered for a couple of weeks on where do we have a space to celebrate our faculty members' scholarship. He feels this is worth exploring as well. We have many faculty with active scholarship and it is not known. It is known at the departmental and program area levels for evaluations, but we do not know the breadth and depth of our scholarship here across disciplines.

Dr. Traboulsi agreed asking where and what.

Dr. Jeff Konz said that the digitalization of faculty evaluations will be picking up next week after ITS finish up what they are doing for Admissions. If that is successful, then that would be a place where we would have a fully comprehensive list of publications.

#### X. Adjourn

Dr. Stratton adjourned the Faculty Senate meeting at 4:26 p.m.