

University of North Carolina at Asheville
FACULTY SENATE MEETING
Minutes, September 11, 2014 (3:15 pm)

Senate

Members: D. Eggers, L. Bond, M. Galloway, S. Kaplan, C. Bell, K. Betsalel, M. Cameron, D. Clarke, D. Diefenbach, C. McKnight, M. Neelon, S. Patch, J. Perkins, K. Ray, M. Stratton, G. Trautmann, S. Walters, J. Wingert; J. Urgo.

Alternates: K. Moorhead, W. Strehl.

Excused: M. Sidelnick.

Visitors: G. Ashburn, P. Catterfeld, L. Dohse, W. Haggard, E. Katz, J. Konz, K. Krumpe, B. Larson, P. McClellan, H. Parlier, D. Race, A. Shope, J. Whalen.

I. Call to Order, Introductions and Announcements: Dr. Dee Eggers

Dr. Dee Eggers called to order the first fall semester meeting of the 2014-15 Faculty Senate.

Opening moment of silence in observance of 9/11. Since September 11, 2001 is an important day in the life of so many, Dr. Betsalel asked the Faculty Senate to take a moment to recognize the significance of this day 13 years ago on the lives of UNC Asheville Alumni, as well as present and future students.

The Faculty Senate observed a moment of silence.

The Faculty Senate Chair Opening Statement. Dr. Eggers gave an introduction with a brief description of her background, work and interests.

In regards for goals for 2014-15, Dr. Eggers would like the Faculty Senate to use this extraordinary time in the history of UNC Asheville to build internal cohesiveness and institutional capacity. She believes we need to use our energy to reinforce what we are good at and to communicate that effectively to our administration, Board of Trustees, the Board of Governors and the legislature. We need to build bridges on campus and in the community. To do this will require transparency, open dialogue, hard work and a great deal of trust. It will be a chance for the faculty to increase our institutional sophistication and our depths of knowledge of the options and opportunities faculty have on this campus.

One of her primary goals is to work on establishing a strong foundation of shared governance with the new administration. We have a lot of work to do in this area in terms of faculty understanding what shared governance is and can be as well as faculty involvement in key administrative functions that they previously have not been involved.

Specific goals for the coming year include:

- Training for faculty, especially for the grievance and hearings committees – General Counsel Heather Parlier has offered to help. She came from an institution that had a lot of training resources available to faculty and she is willing to bring those resources to our faculty
- Increase understanding and better recognize faculty work in areas of teaching, research and service
- Consideration of position allocations and raising concern regarding replacing tenure lines with lecturers
- Release time for the Chair and Vice-Chairs of Senate
- Strengthening the office of the Faculty Senate Chair by exploring longer terms and adding a Chair-Elect position – Other UNC institutions have mandated 2-3 year terms for the Senate Chair and at least four institutions have a Chair-Elect position to give the incoming Chairs time to master the steep learning curve the Senate Chair position requires
- Encouraging the staff to form a representative body – Almost all the other campuses have a Staff Senate which does a good job giving them voice, education, fairness and protection. While our staff is stretched far beyond what the faculty are stretched, which is hard to understand, this is a way to help the staff to build institutional capacity

In closing her opening statement, Dr. Eggers offered a quote attributed to Abraham Lincoln, “The best way to predict the future is to create it.” The faculty has an exceptional moment of opportunity in the history of this institution to create our future. It is with these larger views in mind that she intends to lead the Senate this year.

The Senate answered with a hearty, “Hear, Hear!”

II. Approval of Minutes and Standing Rules and Rules of Order for 2014-15:

- [May 1, 2014 3:15 p.m. - Last meeting of the 2013-2014 Faculty Senate](#)
Moved, second, no discussion and approved without dissent.
- [May 1, 2014 5:45 p.m. - First meeting of the 2014-2015 Faculty Senate](#)
Moved, second, no discussion and approved without dissent.
- [The Standing Rules and Rules of Order for 2014-2015](#)
The changes to the standing rules involved taking out the ILSOC references and replacing those with equivalent LAC references.
Moved, second, no discussion and approved without dissent.

III. Executive Committee Reports:

Dr. Dee Eggers

Student Government Report. Student Government Association President James Whalen gave the Faculty Senate an update of SGA's activities. SGA has a full Senate now they have completed the freshman elections. They are focusing on the following initiatives:

- Student Involvement
- College Affordability to make sure our school remains affordable and accessible to students all across North Carolina
- Sexual Assault Prevention
- Voter Registration and Student Advocacy

In regards to Student Involvement, if faculty would like to become more involved with students outside of class, Mr. Whalen asks they consider becoming an advisor to a group. In regards to Voter Registration, SGA would welcome invitations to classes to inform students on how to register to vote or to inform faculty how to register students for voting. Interested faculty contact James Whalen or the SGA office.

The Senate asked Mr. Whalen for the deadlines for voter registration. Mr. Whalen said they suggest students get registered by the end of September. The final deadline to register in order to vote in the upcoming November election is October 10. Mr. Whalen believes if mentors and professors share the importance of voting with their students then voting will become important to students.

Faculty Assembly Report. Dr. Lothar Dohse said the Faculty Assembly met last Friday. President Ross mentioned that many institutions are in transition. Within the last two years, the UNC system has selected eight new Chancellors and eight Provosts. Dr. Dohse said this is a sign that we are not alone in these days of transition.

The big discussion of the Faculty Assembly was faculty governance. The Assembly dialogued an hour and half offering up various opinions. Concerning the roles of faculty and administration where the faculty is in charge of the curriculum while the administration tends to salaries and positions.

The Faculty Assembly will not spend time pursuing higher salaries this year. This was considered a very unwise move. President Ross explained that over the years, the Board of Governors has slowly come to understand what the universities are about. The Board of Governors is our bulldog. They know the language of the legislator and will do a much better job than the campuses speaking out. The Board of Governors know very well that the universities are in trouble if they don't address the faculty salary issue because the system has lost good faculty members to other states. This is a high priority for the Board of Governors and so will not be a high priority for Faculty Assembly.

Dr. Dohse said the three big issues for Faculty Assembly this year are:

- The newly passed three-tiered Post Tenure Review System
- The Five Year Plan
- Student success and how it is evaluated. Writing and Critical Thinking are focused on UNC system-wide and the General Administration wants to assess these using the ETS model

Dr. Eggers said, in regards to the new PTR system, she was told this review system was a win as opposed to doing away with tenure, which was one of the options under consideration. Dr. Eggers also relayed there are workarounds to this system that campuses can do utilizing the UNC Code and their own Faculty Handbook policies.

Faculty Assembly passed one resolution supporting part time Adjuncts who work for two UNC system institutions. Those whose combined work puts them at more than 75% full time work should get benefits.

Questions:

Dr. McKnight asked if Dr. Dohse was still a member of the Faculty Assembly Executive Committee.

Dr. Dohse said he is not; however, he is Co-Chair of the Leadership Committee.

Dr. Kaplan asked Dr. Dohse if there was anything this Faculty Senate could do to assist him in his Faculty Assembly work. Dr. Dohse said faculty can help him by completing the requested faculty surveys that come from Faculty Assembly. He said the Senate can be supportive by passing resolutions in support of Faculty Assembly resolutions.

IV. Faculty Welfare and Development Committee Report: Dr. Sam Kaplan

Dr. Kaplan, the new Faculty Welfare and Development Committee chair, introduced the other members of the 2014-15 FWDC: Scott Walters, Jason Wingert, Steve Patch, Michael Neelon, and Jeff Konz.

Most of their work for this year will be picking back up the work from last year:

- Implementing the LAC in this period of transition
- Creating Job Descriptions and filling the four LAC Coordinators positions

In regards to filling the four LAC Coordinators positions, FWDC asked Associate Provost and Dean of University Programs, Ed Katz, to receive the letters of interest and help FWDC with the process.

First Reading

[FWDC 1](#) Revision of Course Syllabus Policy ([Section 5.2.5](#) of the Faculty Handbook)

Our current handbook's language does not make syllabi a requirement but states they are strongly recommended. That language is not in compliance with the UNC Code. Dr. Kaplan said that certainly the Southern Association of Colleges and Schools (SACS) would look favorably if UNC Asheville required each course to have a syllabus. FWDC 1 will list in the handbook what should be on a syllabus including what is required by law. Dr. Kaplan encourages everyone to read FWDC 1 before the next meeting and let him know any concerns and friendly amendments. He wanted to thank Dr. Brian Hook for bringing this to FWDC's attention and to Dr. Melissa Hemelein, who did the bulk of the work on this document.

Other work that FWDC will consider (but not sure they will be able to address all this year):

- Reassign time equity when classes are different hours
- Childcare on campus
- Extending the term of service on some committees from 2 to 3 years
- Restructuring faculty service by combining certain standing committees
- Formative Ongoing Assessment of Chairs by the Department to strengthen the role of the Chair and review the Chair's performance within the department which is recommended by the AAUP
- Salary and Teacher Workload
- Effective Student Evaluations
- Retired Faculty Email Communication

VI. Institutional Development Committee/UPC Reports: Dr. Melodie Galloway

Dr. Galloway, the newly elected chair of IDC, introduced the other 2014-2015 Faculty Senate members on IDC whose work so far this year she appreciates: David Clarke, Don Diefenbach, James Perkins, Keith Ray, and Greta Trautmann.

Dr. Galloway reviewed with the Faculty Senate the role of IDC as outlined in the Standing Rules and Rules of Order.

Generally, IDC:

- a. Evaluates and assesses both resource implications and consistency with the university's Mission Statement, Statement on Shared Values, and planning documents in these areas:
 - i. faculty and administrative policies and activities [which is huge and IDC is still figuring out what this covers for IDC purposes]
 - ii. new degree programs [which is IDC newest primary task], minors, concentrations, and curriculum changes and innovations [where before documents are approved to go to APC, IDC is "the

first gate” of review and approval]

- iii. proposed and existing centers
- iv. institutional programs
- b. Participate as statutory members of the University Planning Council and, in consultation with the administration, in the review of budget allocation and other institutional development matters.

Dr. Galloway said that IDC is still working to define their role and purpose of where they can be most effective, not only for the Faculty Senate representing the faculty, but the university as a whole.

Last year, IDC presented [Draft IDC 1](#) which was proposed language to put in the handbook regarding graduate programs. IDC has tabled that in order to have later conversations due to the issues surrounding additional graduate programs for IDC wants to be certain of its purpose and what they are trying to accomplish with the document.

[UPC September 9, 2014 Minutes](#)

The University Planning Council (UPC) met for the first time this school year. Dr. Galloway said it is delightful to work with Chancellor Doug Orr, and she appreciated how he ran the meeting.

Dr. Galloway said the most pertinent topic to Senate was John Pierce’s report of the word from the Board of Governors regarding the 2015-17 budget (which the campus received his emails regarding this budget). The Board of Governors is meeting right now at Western Carolina University. This situation has prompted the Chancellor to ask for UPC’s help in working through this budget. He has called a meeting for UPC on September 23 just ahead of the September 26 deadline. Since UPC is a large group, the Chancellor has decided to break the large group out into smaller groups so it can be a working body to aid in making these decisions.

John Pierce was asked in the meeting if tuition could be used to offset the cuts and he does not know the answer to that question yet. John Pierce will share new information as he gets it. He wants this to be a transparent process, as much of one as he can make.

Dr. Galloway said Chancellor Orr said this was “a watershed” time in the life of UNC Asheville, and as Chair of IDC, Dr. Galloway echoes and agrees with what Dr. Eggers has said about this incredible time where it is an opportunity for all of the committees and the Senate as a whole to take an active role in these transitions. We are in two transitions – one is this fall with help of Chancellor Orr and Provost Urgo, and the other is this spring when Chancellor Grant arrives where we hope to continue the positive momentum while finding the areas of transition from faculty retention to student enrichment. Dr. Galloway does have concern for the students and wonder whether the students will feel left behind in all these transitions or whether the faculty makes this the most enriching educational year for our students.

Dr. Eggers said she would like John Pierce to come to Faculty Senate to educate us on the budget and where savings can occur in different areas we are not aware. Dr. Eggers believes there needs to be a radical increase in transparency so the faculty can meaningfully contribute to this process.

Questions:

Dr. Kaplan asked if there is any discussion on how we may use our recent land procurement.

Dr. Galloway said that was mentioned in UPC but there isn’t enough data at the moment to answer that.

VII. Academic Policies Committee Report:

Professor Laura Bond

Professor Laura Bond, the newly elected Chair of APC, introduced the committee members: Christopher Bell, Ken Betsalel, Marietta Cameron, Charles McKnight, Micheal Stratton, Alicia Shope (ex-officio, non-voting), Keith Krumpe (ex-officio, non-voting), Pat McClellan (consultant), and Debbie Race (consultant).

[APC Memorandum dated September 3.](#) Professor Bond wanted to remind the faculty that submissions they wish to be included in **the 2015-16 catalog have to be received by Alicia Shope for editorial review by October 27, 2014.** Major changes in curriculum will follow the written proposal guidelines outlined in this memorandum.

[Online Submission Form.](#) An idea came up this summer to move to an online submission of minor changes rather than the paper format. APC is in discussion about this currently. They have a subcommittee working on the format of this. This subcommittee is made up of Assistant Provost Pat McClellan and Dr. Marietta Cameron to investigate and then will eventually add Debbie Race, Alicia Shope, Lisa Sellers and possibly another APC member who is a Chair of their department, who will thoroughly test the program before it goes out to the campus

community.

Minor changes are course descriptions, modifications in degree requirements which do not change the required hours of the degree program, requirements for demonstrating specific competencies, and changes in course pre-requisites.

Later, they hope to use an online format for major changes, but that will take more investigation.

Cap on Credit Hours for the Majors. In order to have informed discussions, APC decided they need to collect additional data on major requirements and trends within our university as well as gather requirements and trends of our peer institutions. A subcommittee has been formed to organize this process and will make recommendations to APC: Micheal Stratton, Chris Bell, and Keith Krumpe. They hope to share more in the next Senate meeting.

Questions:

Dr. Kaplan asked if there is flexibility in these new earlier deadlines for catalog submissions.

Assistant Provost Pat McClellan said the reason for earlier deadlines is to have the schedule firmed up online so students can make reliable, informed plans when they are registering for the next semester.

VIII. Administrative Reports:

Provost Joseph Urgo

Provost Urgo's Report. Of the many institutions Provost Urgo has served, the strongest institutions he has seen are the ones with the strongest faculty governing systems in place. The strength of the university long term depends on recognition that the Faculty Senate is not only the leader of the faculty, but this group is the leadership of the institution and its future direction. He is interested in being of assistance to this Senate to strengthen it.

The Provost relayed that Chancellor Orr has requested an invitation to speak to the Faculty Senate and the Senate Chair said she would relay such an invitation for the next meeting.

Provost Urgo offered a few of his additional interests while he is Interim Provost at UNC Asheville:

- Shared governance and helping put Staff Senate in place. Staff Senates have a remarkable effect on staff morale as long as staff understands a Senate is not a union. Staff Senates are a way to give staff a similar voice as the Faculty Senate and Student Government does to faculty and students. It is an agency in which they may voice their collective concerns.
- If it is a help to the Faculty Senate, Provost Urgo would like to encourage senior staff to attend Faculty Senate meetings. For instance, if John Pierce could have been here today (attending the Board of Governors meeting at WCU), he could have answered the budget questions and the Faculty Senate would not have to wait to get the answers. If the Senate would like Dr. Urgo to encourage the Senior Staff to be here, he will.

Provost Urgo also lifted up areas of concern:

- The knotty problem which includes course credit hours, teaching workload, number of preparations, and the size of the majors – they are all intertwined and problematic which leaves less time for research, course development and service. He is pleased to hear these are issues under consideration in the Faculty Senate. Provost Urgo would be happy to help for it is critical that they are solved. He is an advocate of smaller majors at undergraduate institutions, especially liberal arts institutions where we want our students to get breadth as well as depth. If we adjust the workload which is under our control, faculty could be freed up and have more time for other important faculty work.
- Provost Urgo is not sure we know how to assess our new Liberal Arts Core Curriculum. To him in regards to curriculum, the questions are always, "Why should the student complete this core and what do we expect him or her to get out of that experience?" It is important to know how one applies this to the world outside so the core does not become just more hoops for the student to jump through to get to their major and degree. These are important questions to elevate the importance of the core in the eyes of the students so they see we have thoroughly thought the curriculum through. We want them to see the importance in terms of their professions and careers as well as their lives as citizens.
- Provost Urgo is so impressed by what he sees at UNC Asheville. In light of our excellence, he is struck by the absence of external validations. In recent memory, departments have not been reviewed by outsiders coming in from COPLAC schools or other peer institutions offering critiques and encouragements. He is also struck by the fact we do not send our tenured files off campus for review. Both of these activities are ways of ensuring internal rigor and spread the word out about who we are.

- Regarding position allocations, Provost Urgo believes there are no decisions more important than what an institution does to replace itself in the long term. Hiring someone is an enormously important decision. Every time the institution hires someone for a tenured line, it is investing in a minimum of thirty years, and in some cases, forty years. These decisions should not be made on a snap of the finger.

Position Allocation. Provost Urgo explained further regarding the Position Allocation Committee and the position allocation process. The Provost would like to encourage this institution to build in more deliberative time in order to consider departmental goals and determine the kind of person to hire to meet those discerned goals. The Provost believes we need a reliable system of steady guidelines and deadlines in place so faculty members do not think this is arbitrary. Also, the system needs to be very public and transparent. The systems he has seen work very well are where the recommendations from the Position Allocation Committee (PAC) are put on the website for all to see. The response and recommendations by the Provost are also put on the website for everyone to see the rationale for declining a position as well as accepting a position. It is important that recommendations and responses are posted so they can be announced and discussed.

UNC Asheville has nineteen searches this year. That is between eight to ten percent of the total faculty. That is a remarkable number of new people. UNC Asheville has eighty (80) faculty members over the age of 50, and thirty-five of those 80 are over the age of 60 so we are going to have a number of replacement faculty members in the near future and so it would behoove us to have a system in place to make this orderly and deliberative. In consultation with PAC, they have come up with a tentative schedule for the work this year. He is suggesting we move the deadline for a Position Allocation request to February (when it has been in December). PAC will then have the entire fall semester to gather data like student credit hours, new ideas for course development and new interdisciplinary programs, trends in COPLAC and our peer institutions nationwide. This information will allow PAC to better evaluate the position allocations that come to them in February. In March, PAC can hear the department's proposals and have dialogues about positions.

Provost Forum. Provost Urgo held his first Provost Forum today and it went quite well with a good size group. He put the forum in place for he was sensing a hunger for more opportunities for intellectual discussion among faculty members that is not tied to policies and procedures but are tied to ideas and possible curriculum development. He has decided to do more forums in the future. The faculty will hear more about future forums, and the Provost will send more information out regarding what the forum talked about today.

Provost Urgo brought up one last item of business which was regarding the US News and World reports rankings. He wanted to point out there are two sides to these rankings and the challenge that comes from being ranked highly is how to stay there and how to validate. These are the things we need to discern in this time of transition to present to Chancellor Grant as what we need to stay at the top of our game.

The good news regarding the 2015-17 budget is General Assembly is not only asking what to cut but also asking where we want us to invest money for the money cut will in part be reallocated back to those campuses that have ideas about new things they want to do.

There are signs we are poised to do this work, and the Faculty Senate needs to decide what we want to do to make ourselves a stronger institution.

Questions:

What do departments do in the interim until PAC makes its decisions? Provost Urgo said a lecturer will be hired for the gap year to cover courses.

Dr. Eggers asked Provost Urgo what ideas he sees will help us stay at the top of our game.

Provost Urgo said he believes the smaller the school, the more opportunities for quality interdisciplinary curriculum work, and UNC Asheville needs structures in place to help us. Also, we need to give students the maximum freedom for self-designed majors. When a number of students independently self-design a major in the same kind of area, they are revealing opportunities to establish new programs. Provost Urgo also believes sustainability opportunities, Black Mountain College, and climate work are examples of resources unique to our area that we can maximize and develop.

Along that line of thinking, Dr. Galloway announced an International Conference of [Ecomusics and Ecomusicologies 2014: Dialogues](#) will be held on the UNC Asheville campus the weekend of fall break. Bill Bares of the Music Department and our Sustainability Director Sonia Marcus are heading this conference up. The conference is about music and the environment. This conference is bringing phenomenal artists to our campus and she wants to get the word out so the campus will come out for this. This conference is putting UNC Asheville on the map in whole new areas.

IX. Old Business

Dr. Kevin Moorhead asked Provost Uργο a question regarding external review for tenure and promotions. Dr. Moorhead has done several reviews but they were always done for R1 Institutions. He is curious to know Provost Uργο's experience with smaller institutions. Provost Uργο said he has not been at an institution that has not done this. Smaller schools in the 1980s and 1990s started in this direction. Provost Uργο emphasized we would go to peer institutions as well as other COPLAC institutions that have similar departments and missions who understand what we do so the review will be helpful. Yes, they are common. Dean Krumpe also relayed his experience in reviewing universities of our size.

X. New Business

No new business.

XI. Adjourn

Dr. Eggers adjourned the meeting at 4:55 pm.

Respectfully submitted by: Lisa Sellers
Executive Committee