

University of North Carolina at Asheville
FACULTY SENATE MEETING
Minutes, October 9, 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, M. Stratton, G. Trautmann, S. Walters, J. Wingert; J. Urgo.

Alternates: W. Strehl.

Excused: K. Moorhead, K. Ray, M. Sidelnick.

Visitors: D. Orr, G. Ashburn, P. Catterfeld, L. Dohse, W. Haggard, E. Katz, J. Konz, K. Krumpe, B. Larson, P. McClellan, J. Pierce, D. Race, A. Shope, J. Whalen, C. White, C. Williams.

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

Dr. Dee Eggers called the Faculty Senate meeting to order. Dr. Eggers changed the order of the agenda so Dr. Dohse could go first while Chancellor Orr was still meeting with Chancellor-Elect Grant.

Faculty Assembly Report. Dr. Lothar Dohse said the Faculty Assembly met last Friday, October 3. Regarding the two percent budget decrease, President Ross is asking in return if there are ways to open doors to make life easier. As an example, President Ross mentioned allowing more out-of-state students to register on our campuses as in-state students.

Another item President Ross brought up was the Board of Governors and the NC Legislature is exploring Western Governor University coming to this state. Western Governor University is an online non-profit. President Ross is not sure this is money well-spent because UNC already has an online component. Rather than use the money to fund a private non-profit group that we have less control over, President Ross thinks it is better to invest the money (7 million dollars) in UNC Online.

President Ross raised the possibility of raising tuition to use that money for faculty pay increases.

After President Ross' presentation, the Interim Senior Vice President for Academic Affairs gave a presentation on "What is the value of public education?" He said that faculty should not be complacent for that discussion is happening over a broad scale. Whenever possible, make sure people understand the value of public education.

One of the out-of-state tuition ideas is to allow students in neighboring counties of bordering states like Tennessee, Virginia, and South Carolina to attend at in-state tuition rates. This is not a new idea for currently NC students can go to Virginia and pay in-state tuition. As a result, Elizabeth City State University loses many students to Old Dominion because it is close and has the same tuition. Western Carolina, Appalachian State and perhaps UNC Asheville could benefit from this.

Questions:

Dr. Marietta Cameron asked about raising tuition for faculty pay increases. Her concern in publicizing this could put more tension between students and faculty. Dr. Dohse said this idea hasn't gone beyond President Ross talking to Faculty Assembly. They haven't even researched any ramifications yet.

Regarding extending in-state tuition to bordering counties, Dr. Sam Kaplan asked if upping the numbers of out of state students would also increase diversity or were the students classified as in-state students. Dr. Dohse says this hopefully increases diversity as well as enlarge the pool of students.

Dr. Cameron asked when they are asking us to make the public more aware of the value of public education do they have suggestions on how to do this. Dr. Dohse said that the most effective means is a well-placed letter to the editor of the newspaper. If you want to get in touch with your local politician, the best way to get in touch with him is to convince a newspaper to write a letter. Politicians will read the newspaper and they will respond. Dr. Dohse has tried this and he has successfully received responses. Newspaper forums are important to politicians whereas a direct letter can easily be pushed aside.

As a heads up, there are people in the legislature that question whether an education is worth it and whether a university system is worth the money the state puts up. We need counter arguments and we need to be aware this is a debate in some sectors of politics.

II. Chancellor Doug Orr Addresses the Faculty Senate

Chancellor Orr has admired this faculty for many, many years, and tomorrow, he and Provost Urgo will be bragging once again at the Board of Trustees meeting.

Enlarging the enrollment pool will be another important item of discussion because about twenty years ago the birth rate went down and has not increased. As a result, diversity is an important issue in regards to the enrollment pool for we will continue to see a diminishing pool of traditionally-aged students in foreseeable future.

This is a season of transition in the Chancellor's and Provost Office as well as the Board of Trustees when six board positions turnover next year. Chancellor Orr will be one of those six members as he has completed six fulfilling years on the board. Chancellor Orr praised Dr. Urgo and said he is doing a great job as the Interim Provost.

Chancellor Orr wanted the faculty to know he did not apply for the job of Interim Chancellor because he was in the midst of a book launching which is the culmination of a ten-year project. However, when President Tom Ross called him three days before the announcement about Chancellor-Elect Grant's appointment, he popped the question about whether Chancellor Orr would be willing to be Interim Chancellor. Since Chancellor Orr and President Ross went to the same high school, their dads worked for the same company and they both attended Davidson, Chancellor Orr couldn't say no to President Ross for he admires

him greatly.

Chancellor Orr is honored to be here these few months. He nominated Mary Grant for her position here, and he got to know the Chancellor-Elect extremely well in the search process. Although the Search Committee had a late start, they still received 107 applications which is a compliment to the entire UNC Asheville Community.

Chancellor Orr's goals during this transition:

1. He is going to be part of a team in administering this wonderful university with challenges such as the pool of students, the economy, the budget cuts and the fund-raising.
2. He is going to make it as good a transition as possible. At times, Chancellor Orr feels like he is "The Advance Man" for Mary and Jim Grant. They are such a great fit for this place and so bragging on them is easy for him.
3. Since we have major issues around the budget, tuition and salaries, we will be having an ongoing conversation surrounding these issues. John Pierce has done a great job trying to put all the pieces together. On Tuesday, October 14, we will have a forum simply to help the campus better understand the budget during these complicated times. It is a complicated picture that is not resolved yet because we do not know what the state revenue picture is going to look like in the final analysis.

Years ago, Chancellor Orr went through the Harvard Institute for Presidents which is directed by Judy McLaughlin. Chancellor Orr respects her greatly and has learned a lot from her about all things regarding the Presidency including transition. She commented that often times the Boards of Trustees and Search Committees will do a great job in the recruiting and hiring then they drop the new President or Chancellor off at the main gate and say, "Good Luck." He has since heard her talk about how the University Chancellorship/Presidency has changed over the years.

He thinks it is important for all of us – Trustees, Faculty, Staff and others – to further our understanding of the growing complexity of the Chancellor position.

Dr. McLaughlin pointed to four things regarding transition:

1. Communication overload that we have never seen before. We experience this every day in keeping up with email, Facebook, etc. College Presidents average 100 emails a day.
2. The never-ending chase for raising funds that will only compound given the fact we are in an era of budget cuts in terms of public support. Friend building is so important. Having done that for many years, Chancellor Orr knows how important it is to tell the message and to have bragging rights about what you do for this is a teaching institution where undergraduates get top priority for a holistic education.
3. More than ever, Dr. McLaughlin said it is so important in fundraising that institutions prove their worth. They have to answer the question, "Is College worth it?" And for us, the additional question, "Is Liberal Arts College worth it?"

To Chancellor Orr's mind, a liberal arts education is more relevant than ever in this day of change because we are educating folks for a lifetime, for their fourth, fifth, and sixth job or career transition. However, the lay public doesn't understand this well, and certainly, our elected officials don't. We will keep making the case, and UNC Asheville's faculty do make the case so eloquently.

It is a whole new era in many ways for universities as well as for their leadership, faculty and staff. He is sure when Chancellor-Elect Mary Grant gets here that she will be on a listening tour. He asks the faculty to help her with this, and he asks the faculty's patience. Depending on how you count the stakeholder groups and constituencies, a university chancellor or president today is held accountable to at least a dozen constituent groups which are both the exhilaration and the challenge of the position. Chancellor Orr is very excited about Chancellor Grant's arrival.

Questions:

UPC Breakout Session. Dr. Galloway announced that UPC will be holding a special meeting on October 21 where they will form break out groups concerning transition issues. Dr. Galloway will be sending out an email from IDC and UPC to all faculty asking for their input on transition issues. Chancellor Orr said they will provide material in advance. The idea of the break out groups is his. He has used break out groups a lot in his consulting because it allows more voices to be heard which can be converted into an action plan to share with Chancellor Grant. Certainly, we would add to it over time but he asks for the faculty's best thinking in raising ideas and concerns about this transition.

Dr. Eggers asked if the breakout sessions will be opened to members of the university or only UPC members.

Chancellor Orr said the meetings are certainly open to anyone. They have not addressed that; however, he does not want to exclude anyone so feel free to attend.

Dr. Betsalel asked when hasn't the university been in a transition?

Chancellor Orr said when he first started his career out of graduate school at UNC Charlotte that he heard there was no more volatile time like this. He has heard that every year since. However, this time we really do mean it. As Mark Twain said, "I'm all for progress. It's change I don't like." Change comes hard to all of us whether it is our family, our neighborhood or our job. He does believe there are some seasons of change that are more intense than others. Changing the top leadership is certainly a factor. This is not a place that needs fixing. This is a good place thanks to all of our efforts, but it is hard to undergo change with uncertainty of the future. He can tell the faculty one thing: he has been around higher education programs for over forty years,

and he can't imagine a better place and a smoother change here simply because of the leadership we have coming from Chancellor Grant.

Chancellor Orr said those who have suggestions, questions or concerns are invited to drop by his office or email him. We want to be as transparent as possible, and he will answer questions to keep the communication flow going.

Dr. Betsalel said that Chancellor Orr has wisdom of weight due to his extensive past experience. Dr. Betsalel asked how do we keep continuity with our retired faculty who has the memory of this institution. Are they part of the UNC Asheville community that we want to keep in connection with and draw from?

Chancellor Orr said that is a very good point because institutional memory is critical and very important for the culture of the institution. A part of that culture is keeping institutional memory alive and do not forget those who came before. This university is not broke into silos. This is a close community with interplay amongst departments and divisions which is healthy. Please do keep in contact with those who we are standing on their shoulders of their work who has retired.

Dr. Betsalel thanked Chancellor Orr.

Chancellor Orr concluded saying please consider this an ongoing discussion.

Dr. Eggers thanked Chancellor Orr and said we look forward to this ongoing conversation.

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

- [September 11, 2014 3:15 p.m.](#)
Moved, second, no discussion and approved without dissent.

IV. **Executive Committee Reports:**

Dr. Dee Eggers

Student Government Report. Student Government Association President James Whalen touched on using tuition for faculty raises. Although he does not speak for every student, he feels students know faculty and staff are not being paid often what they need to be paid and the university as a whole needs more resources. Students understand this and faculty should not be afraid of student resentment if a portion of tuition goes towards faculty in order to keep the excellent faculty here at UNC Asheville. Students would not want to see faculty leave here to work at other higher paying universities.

At the same time, tuition continues to go up and the average student is graduating with around \$13,000 of debt from here (a conservative estimate). Students also work 20-30 hours a week as they attend school so they are not immediately underwater when they graduate. After graduation, many students have to immediately work instead of taking graduate school opportunities and internships that could lead to better jobs. Many times they have to take jobs outside their majors to attend to these loans immediately. In summary, students are eager to have faculty as allies and support the faculty just like the faculty have supported students.

Student Senator Charlie White reported that SGA has registered 425 people to vote. Now they are having a "Voter Mobilization Initiative" to get people out to vote. In helping with this initiative, SGA passed [Resolution SSB 014-040](#) which requests faculty promotion of student voting through four ways:

1. Tell students about early voting, how to find their polling location and what they need to vote.
2. Explain the importance of voting and urge their students to vote.
3. Consider shortening or canceling their classes on election day
4. Consider excusing absences incurred from voting

Voters can find their voting location and answers to other questions at [ncsb.gov](#).

Dr. Eggers congratulated the Student Government Association on their voter registration and mobilization work. Chancellor Orr praised Charlie and James as bright lights in what sometimes can be a frustrating electoral season. Chancellor Orr added that James connects well with the professorship because his father is a professor and bragged that James was accepted at Notre Dame, Davidson and Chapel Hill. He chose to come to UNC Asheville and is more convinced than ever he made the right decision. Chancellor Orr thanked Mr. Whalen for coming our way and for his leadership.

V. **Faculty Welfare and Development Committee Report:**

Dr. Sam Kaplan

Liberal Arts Core (LAC) Coordinators and Committee.

Dr. Sam Kaplan announced the LAC Coordinators:

Rodger Payne, First-Year Colloquium Coordinator
Patrick Bahls, Writing Coordinator
Evelyn Chiang, Diversity Coordinator
Tiece Ruffin, Diversity Assistant Coordinator
Brandy Bourne, Information Literacy Coordinator

These coordinators will be members of the LAC Committee along with the following:

Associate Provost Ed Katz
Brian Hook, Humanities Program Director
Laura Bond, Arts and Ideas Director
Wiebke Strehl, Foreign Languages Department Representative

Dee James, First Year Writing Coordinator
 Til Dohse, Mathematics Department Representative
 Amy Lanou, Social Sciences Representative
 Marietta Cameron, APC Representative
 Natural Sciences Representative (unnamed at time of senate meeting)

There isn't a chair named yet and the document charged to FWDC did not state a chair designation so Dr. Kaplan asked Associate Provost Katz to call and hold the first meeting.

First Reading

[FWDC 2](#) Revisions to Post Tenure Review and Development of Long-Term Faculty Plans

[FWDC 3](#) Revision of Term Durations for Committee of Tenured Faculty (CTF),
 Faculty Committee on Hearings (FCH), and Faculty Grievance Committee (FGC)

[FWDC 4](#) Revision of Term Duration for Post-Tenure Review Committee (PTRC)

Dr. Kaplan called the senators' attention to the three documents up for first reading. FWDC 2 is the document which addresses the new PTR policies that the Board of Governors passed calling for five-year faculty plans.

Dr. Diefenbach reminded the senators to read over the Faculty Assembly's resolution regarding concerns with this policy.

Dr. Stratton asked FWDC to explain at the second reading what the impact of FWDC 2 would be to faculty workload especially for the Department Chair.

Dr. Jeff Konz said the five-year plan is a mandate from the Board of Governors which happens during the tenure process as well as the post-tenure review process.

Dr. Kaplan asks the Senators to please read and reflect upon FWDC 2 so the Senate may have a thoughtful conversation when it comes up for second reading next month

FWDC 3 and FWDC 4 extends terms on certain committees (Committee of Tenured Faculty, Hearings, Grievance, and PTR) in order to retain and grow expertise on these important standing committees.

Second Reading:

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

Dr. Kaplan said our current policy on syllabi has not been updated in 30 years and so there are real pedagogical reasons for addressing this issue. Dr. Melissa Heimlein, in conference with Dr. Jeff Konz, wrote FWDC 1 to bring our Faculty Handbook into compliance with the UNC Code and meet best practices.

The motion was made and seconded to accept FWDC 1.

Discussion:

Dr. David Clarke said his philosophy is that syllabi are necessary but not sufficient for the items on the syllabi must be discussed in class.

Dr. Stratton is concerned about the "must" list especially when not all of the items are clearly stated and proposed a friendly amendment to call them course policies.

Dr. Kaplan said that the "must" listing was mandated either by the UNC Code or SACS and the recommended section is the best practices.

Dr. Stratton asked that FWDC 1 be amended to make Attendance Policy its own bullet and call the other "must" policies "Course Policies." Dr. Kaplan accepted the friendly amendment.

Dr. Eggers called for a vote on FWDC 1 as amended.

[FWDC 1 passed 16 to 1 as amended and became Senate Document 0214F.](#)

VI. Institutional Development Committee/UPC Reports:

Dr. Melodie Galloway

Dr. Melodie Galloway said that she has already gone over the UPC news (see above under UPC Breakout Session under Chancellor Orr's address).

IDC is working on identifying ongoing issues of institutional development and how we can be effective during this transition. She wanted to remind everyone that this is an open forum, but the group is large so another way to give input is via email to Dr. Galloway or the other IDC members. (Dr. David Clarke, Dr. Don Diefenbach, Dr. James Perkins, Dr. Keith Ray, and Dr. Greta Trautmann).

Questions:

Dr. Eggers asked when and where was the October 21st meeting being held. Dr. Galloway said the UPC Breakout Session meeting is at 4:00 p.m. in the Mountain View Room, Room 417 in the Sherrill Center.

VII. Academic Policies Committee Report:**Professor Laura Bond**

Professor Laura Bond reported that there is nothing to report on the Cap on Credit Hours for Major Requirements. APC is in currently in discussion and they hope to have something to report in the near future.

First Reading:

- [APC 1](#) Adding statements to allow students majoring in Art History (BA) to also complete a (BA) major in Studio Art and vice versa.
- [APC 2](#) Sunset the following courses
- [APC 3](#) APC Recommendation Regarding 4-Credit Hour Course Model

Professor Bond presented three documents for first reading.

Anyone who has questions regarding APC documents this year are asked to contact Professor Bond directly to give APC time to discuss in their weekly meetings (APC meets practically every single week). Once they have discussed and addressed the question, Professor Bond will get back with the person who raised the question.

APC 2 is the list of courses up to be sunset. Please look this list over and get back with Professor Bond. Lisa has been great at updating this list as we hear whether a course needs to remain, and Professor Bond thanks those departments who have contacted her. She advises the senators to check this list right before the vote at the Senate meeting for there might be last minute changes as departments complete their discussions.

All three documents will come up for vote in the next Faculty Senate meeting in November.

VIII. Administrative Reports:**Provost Joseph Urgo**

Merit Raises. Provost Urgo relayed good news in they have the clearing from GA to give merit raises this year. They are going to give the past three years in merit increases starting in the November paycheck. This is really thanks to good budgeting work by Pat Catterfeld. As you know, we were not allowed to give merit increases so people were given merit awards which were a form of an IOU. That is extraordinary in Provost Urgo's experience. Putting that money in reserve and holding it until there was a time it would be available for distribution is extraordinary. So we owe a debt of thanks to Pat Catterfeld and John Pierce for good accounting and cooperation for letting us put that money in reserve. Three years of merit increases range from less than 1% to 6% (depending upon ones record) with amounts ranging from \$250 to \$4,700 (again, depending upon ones record).

The Board of Trustees meeting is tomorrow and The Enrollment Update from the Senior Director of Admissions and Financial Aid, Shannon Earle, will be discussed by the Academic Affairs Subcommittee. There have been many discussions regarding the profile of the student we accept. There has been a lot of pressure in the last five years to get the SAT scores higher and we made progress for our average SAT scores are higher. However, one byproduct is we reject 100 students a year that Shannon Earle knows they would be successful here. These students are in the top 25% of their classes in terms of their GPA and they certainly show their grit and determination to be successful. They have this school as their first choice. However, their SAT scores count against them, and given the charge she has, she was not admitting those students.

Provost Urgo said there has been a change in thinking on this. Personally, Provost Urgo does not feel comfortable rejecting a student he knows will be successful. He personally does not think the SAT scores measure achievement. He does know they measure wealth and are an indicator whether a student's parents went to college. As to whether a student will be successful, the thinking has shifted towards the GPA and whether the student took demanding courses in high school. Provost Urgo believes this will enlarge our student acceptance pool and should help us with many measures except the SAT score.

The Provost did talk this over with Chancellor Mary Grant for he did not want her to be surprised by this. She was 100% behind this and would be comfortable if our SAT average dropped by 30-40 points as a result. He believes we will see increases in other areas which are more important in terms retention and graduation rates.

The Provost said what should bother us all is our retention rate has fallen from the 80 percentile into the 70s. That should not be the case for a school of this size and our attention we give to applicants. We need to accept more students with grit and determination who really want to be here for they consider coming here an achievement.

Parents have not asked Provost Urgo about our SAT scores. Parents ask for our retention rates. Provost Urgo will be interested in hearing from faculty what changes they note next year in the classroom, especially among the freshman class.

The Board of Trustees has also asked for a report on graduate programs and they will be talking about graduate program enrollments.

Provost Urgo will be talking about faculty hiring. He has talked to the Position Allocation Committee about hiring practices going forward as well as giving them some routine updates.

Regarding hiring, there is a meeting coming up of search committee chairs to talk about search practices to get all on same page in terms of how to go about searching, how to expand our pools and hire those who will expand our diversity on campus.

He has just started discussions with Jim Fox about the McCullough Institute. They will be having discussions among the Deans and the donors to see how to manage this to be the best benefit for our students.

The Second Provost Forum will be on diversity within and out of the classroom. He will be sending out information on how to shape that discussion within the next week or so. We recently had a Diversity Action Committee meeting which got heated, not at each other, but due to frustration in determining the progress being made and how to measure progress. Provost Urgo's sense is people are getting weary of all the plans that are made, discerning what they amount to, and what are the

measures of success. The Provost thinks these are worthy things to have discussions. Any process where the success of the process will be achieved long after we are gone is not an easy one to participate where you are laying groundwork for the next generation. He is framing this forum so people are comfortable expressing this frustration, and at the same time, present markers of progress we have made so we can see what we have done the last decade.

Questions:

Dr. Eggers asked that we do a good job in the area of the public relations in this transition especially in regards to expecting our average incoming SATs to go down. This needs to be communicated that we are intentionally doing this. Provost Urgo said that was a good comment and he has talked to Chancellor Mary Grant about this. She plans to put among her talking points that when we admit a student, we admit the whole student and we do not center solely on SATs. She will describe the thinking we have now as we have had for it is not a new policy, but a new understanding of our applicant pool.

How does Senior Director Shannon Earle make the determination these students would do well in spite of their SAT scores? Dr. Urgo said these students fit the profile of who she knows is a successful student in every way except the SAT score.

Are there criteria for that? Dr. Urgo said the criteria is being the top 25% percentile of their high school class, having a GPA of B+ through A- and up, and taking rigorous courses. These students do all that but the one thing they don't have is 1200-1300 SAT so she can't accept them. Dr. Eggers added this is based off of Archer Gravely's research.

What is the McCullough Institute? It will be a one million dollar endowment when it is totally funded in five years. Dr. Eggers said her understanding is the McCulloughs wanted to donate this money to support any type of undergraduate research that would protect the environment of Western North Carolina. Dr. Urgo agreed and said that the areas included are conservation, land use, and environmental resiliency.

IX. Old Business
No old business.

X. New Business
No new business.

XI. Adjourn
Dr. Eggers adjourned the meeting at 4:52 pm.

Respectfully submitted by: Lisa Sellers
The Executive Committee