

University of North Carolina at Asheville
FACULTY SENATE MEETING
Minutes, November 13, 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, K. Ray, M. Stratton, G. Trautmann, S. Walters, J. Wingert; J. Urgo.

Alternates: W. Strehl.

Excused: K. Moorhead, J. Perkins, M. Sidelnick.

Visitors: G. Ashburn, L. Dohse, R. Dunning, W. Haggard, E. Katz, J. Konz, K. Krumpke, B. Larson, P. McClellan, H. Palier, A. Peltack, J. Pierce, D. Race, C. Riley, A. Shope, J. Whalen.

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

Dr. Dee Eggers called the Faculty Senate meeting to order.

The Faculty Senate observed a moment of remembrance of [Sam Schuman](#) (d. November 11, 2014) who served as chancellor from 1991-1993. He is remembered as an important voice of tremendous intellect in both his roles as an administrator and faculty member.

Chief of Staff Christine Riley said that Chancellor Orr would like the campus to have an event in his memory, and Nancy Schuman is supportive of this. Details will be forthcoming.

Dr. Betsalel also asked for a moment of remembrance for Adelaide Key whose passing was on August 20, 2014. She inspired the creation of [The Key Center for Service Learning](#).

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

- [October 9, 2014 3:15 p.m.](#)
Moved, second, no discussion and approved without dissent.

III. Executive Committee Reports: Dr. Dee Eggers

Student Government Report. President James Whalen said that the Student Government is sending out a post-election survey to gauge their voter campaign's success. They ask faculty to encourage their students to respond to the survey.

The recommendation from the Tuition Committee and Student Government is a 5% tuition hike over the next two years. The increase will be allocated predominantly to faculty and staff compensation, and every voting student was adamantly in favor of this allocation to the faculty and staff salaries.

Next week, SGA has several events planned for the "Week of Action" against sexual assault, which is sponsored by the White House's "It's on Us" campaign. The emphasis is to encourage everyone to take [the pledge](#) regarding bystander intervention to prevent sexual assault. More information can be found at <http://itsonus.org/>.

Ashley Peltack, a Sophomore Senator and the Chair of SGA's Academic Affairs Committee said their AAC is presently working on three Special Topic Courses: 1) African American Culture, 2) Native American Culture and 3) Latin American Culture. She is also meeting with the Health and Counseling Center to discuss the academic mental environment. Students are concerned about the health of their fellow colleagues regarding the stress that the midterms bring. Their Academic Affairs Committee is also working to educate students on InquiryARC to spark some productive thinking in this area.

Faculty Assembly. Dr. Lothar Dohse said President Ross announced that the UNC Centers and Institutes will be reviewed again to determine which ones can be shut down to save funds. Dr. Eggers said President Ross relayed that we started with over 200 and are now down to 91. We will be down to around 40 or 50 before the end of the year.

President Ross said the Board of Governors (BOG) wants to be able to have more input into Chancellor Searches. They may place a BOG member on future Chancellor Search Committees so they will have more input earlier in the process.

The Vanderbilt Study was presented to the Faculty Assembly. This study showed how much money compliance costs that school. They revealed it takes 11% of their budget. President Ross would like some of the UNC Campuses to replicate their study.

The Faculty Assembly's first major topic was admissions requirements. Some institutions want to allow students who have low SAT scores to enter universities due to a finding from a sample of 80,000 students that SAT scores are not the best measure of success for students. They found GPA was a much superior measure of a student's success which predicted 80% of student retention.

Faculty Assembly's second major topic was assessment. The UNC system has chosen critical thinking and effective writing to be assessed across all campuses. The pilot program will assess the tool, not the universities. The live assessments of the universities will start the next fall semester. Dr. Eggers said they are paying ETS a huge amount of money to utilize their assessment tool. They are having 5 training workshops across the state and they ask for representation across the disciplines to attend since each discipline has different rubrics. She encourages faculty to attend (via teleconferencing hopefully) when they are announced.

The third major topic is an external initiative to give university credit to those who have already completed training outside the university. This is not on-the-job learning, but formal training that can translate into college credit. This initiative is in the early stages where they will start with the military and translate their formal training into credit so veterans can process

through universities without repeating education they have already had.

The fourth major topic was a presentation on competency-based course credit. Dr. Eggers said there is external pressure to grant credit for at least some courses based on competency. UNC Asheville will have to look at how this might work and decide whether this is who we want to be.

The last Faculty Assembly topic was on international connections: how important it is to the state and how they would love to have more students abroad and for us to have more international students on our campuses. However, the issue is this type of education costs money and there isn't additional money to be found for this education.

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

FWDC Update. Dr. Jason Wingert will be stepping down from FWDC and the Faculty Senate since he will be on leave during the Spring Semester. The Senate applauded Dr. Wingert's work.

Retiree Relations. FWDC asked some faculty retirees to visit their meeting to testify to their adverse experiences of UNC Asheville after they retired. FWDC is working on developing an articulated vision of what an academic community aspires to be in order to improve this situation and enhance community for all by updating existing policies.

Administrative Edit of Faculty Handbook Section 3.1.4.1.5. Dr. Konz said the editorial change was made to translate hours of Reassign Time for Department Chairs and Program Directors to a range of hours in order to accommodate departments who have moved to the 4-Credit Hour Course Model.

First Reading

- [FWDC 5](#) Revisions to Position Allocation Committee (Faculty Handbook 10.1.2)
- [FWDC 6](#) Faculty Reassigned Time Policy (Faculty Handbook Section 3.1.4.1.4, SD2799S)

Second 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)

FWDC 2. Dr. Kaplan made the motion to accept FWDC 2 and it was seconded.

Discussion:

Many Senators did not think the three-year plan should be in the document. Many senators wondered if the Board of Governors policy needed to be incorporated into our policy. They wondered if this could be covered through other venues like training.

Dr. Kaplan said we do not have a choice for the five-year plan was mandated by the Board of Governors.

Dr. Walters asked what would happen if we did not comply.

Heather Parlier, General Counsel for UNC Asheville, said we need to comply with the UNC Code. The UNC Code supersedes our policies and is a floor that we have to meet as minimum requirements. If we have not complied with the UNC Code, a faculty member who does not make tenure could cause the university problems.

Many felt there were more changes in FWDC 2 than those mandated by Board of Governor which they want removed from the document.

Dr. Stratton felt there were issues of costs to comply that need to be explored and discussed also.

Dr. Kaplan withdrew his motion to accept FWDC 2 so FWDC could make the necessary changes as advised by the Faculty Senate. The Chair announced the revised FWDC 2 would come back for first reading in December unless the Faculty Senate wished to waive the Comer Rule in order to consider the document in December.

FWDC 3. There was a motion made to accept FWDC 3 and it was seconded.

Discussion:

Dr. Melodie Galloway said she takes issue with FWDC 3 since she strongly feels that non-tenured faculty should not serve on the Faculty Grievance Committee because it puts that faculty at risk when they speak freely. That would remove the Assistant Professor rank and Associate Professors without Tenure from the Grievance Committee in FWDC 3.

Dr. Steven Patch said the structure of the Grievance Committee was that way as long as he has been at UNC Asheville. His understanding is we want the non-tenured faculty to have a voice in these proceedings also. However, it is true that the non-tenured faculty is more vulnerable.

Dr. Ken Betsalel said he is in favor of non-tenured faculty on the Grievance Committee since we all have to bear the responsibility of our choices. Otherwise, we would have to maintain this on all levels of the faculty's work. Also, non-tenured faculty coming before the Grievance Committee needs other non-tenured faculty as support as well.

Dr. Galloway understood this, but she wanted the Senate to make this specific consideration due to the nature of the Grievance Committee's work.

Dr. Eggers said FWDC 3 deals specifically with the duration of the members' terms. Due to the timing of Faculty Elections where these committees are the part of the earliest elections next semester, it is important to get this policy in place now and then look at these other issues later. Perhaps FWDC could bring a separate document before the Faculty Senate that

addresses these issues concerning the makeup of the membership.

Dr. Kaplan agreed and said FWDC could consider these changes not only to the Grievance Committee but other committees where the work is in regards to rank and service as well.

Dr. Betsalel said he believes that FWDC should look at the procedures themselves to protect the decision makers.

Hearing no further discussion, Dr. Kaplan called the question.

FWDC 3 passed 16 to 1 and became [SD0314F](#).

FWDC 4. There was a motion made to accept FWDC 4 which was seconded. Hearing no discussion, Dr. Kaplan called the question.

FWDC 4 passed without dissent and became [SD0414F](#).

Institutional Development Committee/UPC Reports:

Dr. Melodie Galloway

UPC Breakout Groups on October 21. To begin the session and set the tone, Chancellor Orr outlined the eight megatrends facing higher education that the Association of Governing Boards of Universities and Colleges has identified: new learning modalities, demographic shifts, decline in enrollment growth, student retention and completion pressures, market niche and branding, the twin forces of technology and globalism, a changing economic model, and academic governance. It was interesting to Dr. Galloway that every breakout group's discussion touched on each one of these megatrends.

There were four diverse breakout groups that were each made up of faculty, staff, and students. Each group was asked to discuss the opportunities and challenges that they envisioned for UNC Asheville during this leadership transition as well as the larger transition in higher education.

Senate Chair's Call for Feedback regarding Faculty Workload. Similarly, the Chair of the Faculty Senate has asked for the faculty to give feedback via email on these issues and Dr. Galloway hopes all faculty has responded to this call.

The Role of UPC. They are also exploring the role of UPC as being more than an advisory council to the Chancellor. The charge is determined by our Faculty Senate Document ([SD8407S](#)).

Faculty Gathering with Chancellor Orr. IDC has made a request that Chancellor Orr get with the faculty before the end of the Fall Semester for a time of "mutual appreciation" and to build faculty morale. Chancellor Orr said he would like this, and Dr. Galloway is waiting to hear back from Lynn Spaight regarding the details.

COACHE survey. The COACHE survey is coming this spring and IDC has discussed how it will be implemented and whether to add questions to the survey. IDC would like a high level of participation so the data will be useful.

VII. Academic Policies Committee Report:

Professor Laura Bond

First Reading:

- [APC 4](#) Add new course, IST 325, Internship in Interdisciplinary Studies (IST, Tommasanne Davis, Agya Boakye-Boaten)
Passed APC Vote: 5-1
- [APC 5](#) Change the course description for INTS 354 (INTS, Agya Boakye-Boaten)
- [APC 6](#) Add new courses, INTS 334 and INTS 364, cross-listing with new Asian Studies courses, ASIA 334 and ASIA 364, respectively (INTS, ASIA, Agya Boakye-Boaten)
- [APC 7](#) Change titles and descriptions of MATH 211 and 215 (MATH, Dave Peifer)
- [APC 8](#) Change Pre- and Corequisites in EDUC 340 (EDUC, Kim Brown)
- [APC 9](#) Add ATMS 464 as a required course for Atmospheric Sciences majors, designating it as the course that will satisfy Writing and Information Literacy competencies in the major (ATMS, Doug Miller)
- [APC 10](#) Change course title for ECE 455 (Rebecca Bruce)
- [APC 11](#) Add new course: MAE 308, Fluid Mechanics; Add MAE 308 as an option to ECE 456 for the Engineering (Mechatronics) major (Rebecca Bruce)
- [APC 12](#) Delete DRAM 358: Topics in Dramatic Literature, Theory, or History (Laura Bond)
- [APC 13](#) Delete ECON 316 and 406; Adjust requirements for major in Economics and major in Economics with Teacher Licensure (Chris Bell)
- [APC 14](#) APC Proposal Regarding Caps On Majors

If you have questions, email Professor Laura Bond so she can bring your issues to APC to discuss and answer before the Second Reading.

Second 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.
(ART, Robert Dunning)
- [APC 2](#) Sunset the following courses
(Laura Bond)
- [APC 3](#) APC Recommendation Regarding 4-Credit Hour Course Model
(Laura Bond)

All three documents up for Second Reading were passed unanimously by APC.

[APC 1](#) allows students to major in Art History and Studio Art. A motion was made to accept APC 1 which was seconded. The rationale is the ART department has students who will take all the courses for both majors, and they would like that to be reflected in their records. Note these are two different majors not concentrations. There are other Departments that have two majors that allow this already like Sociology and Anthropology. The question was called.

[APC 1 was passed without dissent and becomes \[SD0514F\]\(#\).](#)

[APC 2](#) sunset the courses. The department chairs have been notified. There was a motion to accept APC 2 which was seconded.

[APC 2 was passed without dissent and becomes \[SD0614F\]\(#\).](#)

[APC 3](#) is APC's recommendation regarding the 4-Credit Hour Course Model. Professor Bond received one question regarding this document, "Why is this an APC document and should APC documents only change the catalog copy?"

Although historically, APC documents are focused on catalog copy changes, there have been some documents that announce APC policies, projects or actions. We have a number of examples historically where that was the case. Another reason is past reports or memorandums have been given to the Senate recommending the Four-Credit Course Model for departments, but none were Senate documents. Without them being documented, they can be lost in the records and APC feels strongly that this statement needs to be made official through a formal document.

APC's recommendation supports the findings of a number of previous reports given to the Faculty Senate including the CRTF report. Such reports have recommended departments examine the potential for a 4-Credit Hour Model while stating the advantages and disadvantages of both the 3-Credit and 4-Credit Hour models.

In APC 3, APC gives the recommendation that the model ultimately needs to be determined by the departments and their curriculum needs. A motion made to accept APC 3 was seconded.

Discussion:

Dr. Scott Walters asked if this changes anything.

Professor Bond said this does not. It is saying officially that it is up to the department to determine what is best for their curriculum rather than have a campus-wide declaration that everyone should go to a 4-Credit Model Hour or that everyone should stay at a 3-Credit Hour Model. Ultimately, APC says it must be the department to make this decision based off of what they believe is best for what they teach and who they teach it to.

Dr. McKnight added the real reason for APC 3 is to have something on the record in writing that says this.

The Question was called.

[APC 3 passed without dissent and became \[SD0714F\]\(#\).](#)

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

In addition to the faculty raises, GA provided UNC Asheville \$75,000 for EPA raises which would have come to \$200 per person on an annual basis. Given that they have put \$340,000 toward faculty salaries, Provost Urgo was in favor of removing faculty from the pool for this EPA distribution. As a result, they were able to give \$1,000 raises to EPA staff. Provost Urgo knows this raises questions about the number of non-faculty EPA staff. Provost Urgo has received emails regarding the number of EPA non-faculty staff positions and is in favor of looking at that issue. His experience has been the fastest growing sector of administration is reporting and unfunded mandates for new positions. He thinks it would be interesting to see those numbers on UNC Asheville's campus.

Provost Urgo confirmed they are putting forth a 5% tuition hike for the next two years with the major part of the funding going toward faculty and staff salaries. Also, a significant amount will go to improve student employment on campus: higher pay and more student positions.

UNC Asheville's faculty salary pool is around two million dollars. The administration is committed to more progress in this area to meet certain metrics to improve faculty pay.

Provost Urgo wanted to share regarding two areas he has been exploring in order to advise Chancellor Grant when she arrives. One is faculty governance. Provost Urgo believes this is a remarkably healthy atmosphere for the instituting of policy. Provost Urgo asked Senior Staff to attend the Faculty Senate meetings because the Faculty Senate is one place faculty governance takes place.

However, he has also heard faculty say they do not feel the faculty voice is heard sufficiently. Do we need more effective ways to assert the faculty voice? Should the Faculty Senate meeting be in a larger room that provides for a larger audience? A lot of the values and the sentiments expressed in this room would be good to be heard by the faculty at-large. He does not know how many read the minutes and perhaps, the faculty could be quizzed to see. Chairs are asking for more interaction with the Faculty Senate, which is interesting considering there are chairs that sit on the Senate. We also need to consider how to publicize our work in order to allow faculty governance to bubble up from the faculty at-large.

The second area Provost Uργο has given much thought is the nature of faculty work and the nature of the faculty work on this campus. We need to discern and state what is under our control and what is not under our control. The 12-hour load may not be under our control, but the delivery of the curriculum is under our control. We can design a curriculum in which a 12-hour load is more deliverable. He believes APC 3 is good because it considers the course delivery demands.

Provost Uργο has also been talking to the Deans and the General Administration (GA) about the professional development program which seems to be dormant here - which is clearly unacceptable. No one envisions this profession without sabbaticals and professional development leaves. There is nothing in the Delaware Study or anything that Provost Uργο has seen that suggests we should not have them.

UNC Asheville does have to secure the funding for these professional leaves. Provost Uργο believes we could make the mandated 5-year plan work to our benefit by making it a contract for putting faculty on a sabbatical where they state what they will do on their professional development leave. He is working with GA, the Deans and the Budget Office to see how they can get this program going again. Although they will not be ready to grant this spring, they hope by the end of the Spring Semester to announce new guidelines for this program.

The COACHE survey is very effective for it benchmarks us with other schools to put our sense of the workload on our campus in context. This will be a very useful survey for Chancellor Mary Grant to have this Spring Semester when she begins considering what she wishes to do with faculty.

Discussion:

In regards to the Department Chairs wanting more time with the Senators, Professor Bond said the chairs wanted a report from the Faculty Senate as well as a means to submit questions and have those answered by the Faculty Senate. Provost Uργο says he believes the Department Chairs have one of the hardest positions on campus for their positions are not clearly defined. This makes these positions very challenging to hold. Dr. Betsalel suggested having a liaison between the Faculty Senate and the Department Chairs.

Dr. Stratton said faculty governance can be informal conversations also and UNC Asheville needs more faculty "social space" to have these important conversations that lead to new ideas.

IX. Old Business
No old business.

X. New Business
No new business.

XI. Adjourn
Dr. Eggers adjourned the meeting at 4:59 pm.

Respectfully submitted by: Lisa Sellers
The Executive Committee