

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE

FACULTY SENATE AGENDA

April 4, 2019; 3:15 pm

Blue Ridge Room South in Highsmith Union

Members: M. Stratton, L. Bond, K. Betsalel, J. Beck, T. Adcock, P. Bahls, K. Boyle, J. Brock,
Present: S. Clark Muntean, R. Criser, S. DiPalma, A. Dunn, P. Haschke, M. McClure,
C. Oaklay, N. Ruppert, A. Wray; K. Peterson.

Excused A. Rote.
Members:

Visitors: N. Cable, B. Butler, M. Cameron, M. Davis, M. Gass, B. Goodall, I. Green, M. Hall,
B. Hart, J. Head, L. Hewitt, H. Holt, L. Horgan, A. Jessee, J. Konz, J. Pierce,
M. Reyhanoglu, I. Rossell, W. Strehl, R. Tatum, D. Traywick, C. Williams, J. Zunguze.

I. Call to Order

Senate Chair Micheal Stratton welcomed everyone to the new meeting space. Senate is trying out potential spaces to find the right fit, whether it is a new space or return to the Red Oak Conference Room. They would like to try new larger spaces to invite faculty, staff and administrative colleagues to our meetings. He thanked APC Chair Laura Bond, Lisa Sellers and Silke Crombe for coordinating the setup.

II. A [tribute](#) was made to [Associate Professor Katherine Min](#). The eulogy was read by the English Department's Assistant Professor Kirk Boyle on behalf of the Faculty Senate. Faculty Senate signed four formalized documents of the eulogy to be given to her family.

III. Approval of Minutes: March 7, 2019, 3:15 p.m.
Passed without dissent.

IV. Executive Committee Report: Professor Micheal Stratton
Executive Committee Elections. The Faculty Senate Officers are elected at the second Senate meeting on May 2, which is the first meeting of the 2019-20 Faculty Senate. Emails will be sent out with the details. April 23 is the deadline for nominations / self-nominations. The Executive Committee is asking for a statement to accompany the nomination that will be distributed beforehand. There will be nominations from the floor as well at the Senate meeting. For those officers who are elected, there will be an Executive Committee Retreat on May 3rd from 8:00 a.m. to noon at the Chancellor's Residence as an aid in the transition.

The Senior Staff was thanked for their collaboration with the Faculty Senate Executive Committee on [a joint statement regarding the honorary degree process](#).

Chancellor's update on the Provost Search at the Request of the Senate. Chancellor Nancy Cable wanted to thank faculty serving on the Provost Search Committee and the Advisory Task Force. She thanked each by name for all have given a great amount of time and thoughtful insight to this effort on behalf of this university:

Provost Search Committee

Rick Chess, Co-Chair
Darren Bernal
Ted Meigs
Tracey Rizzo
Micheal Stratton
Jennifer Rhode Ward

Faculty Advisory Task Force to the Search

Patrick Bahls
Ameena Batada
Judy Beck
Agya Boakye-Boaten
Lei Han
Lyndi Hewitt
Melissa Himelein
Keya Maitra
Brent Skidmore
Amanda Wolfe
John Wood

There were 145 applications submitted for the Provost position including ten who were nominated and chosen to come forward in this process. The search committee skyped-interviewed nine individuals and held twelve "airport" interviews with the semi-finalists. The search committee has invited five finalists to the campus visits, which are being conducted this week and next week. The Chancellor hopes an offer will go out the third or fourth week of April.

Regarding the Vice Chancellor of Advancement Search, they have 48 candidates so far in the early stages of the search. Since we are looking for an individual with fund-raising and administrative experience, nominations are very important.

Chancellor Cable also relayed good news of admissions efforts for the coming academic year. The applications for our freshmen are up by 160 over the prior year. There has been an increase in applications from underrepresented students, out of state students, and rural North Carolina students. The total number of applications is 4,497 and the total number of students accepted from among that pool are 2,919. From within the accepted pool, 798 students are from underrepresented demographic groups (up by 130), 854 are out-of-state students and 630 students are from rural areas of North Carolina. Also within that pool, 730 students are Pell-eligible. We have received 348 transfer applications with 175 students accepting admittance.

A UNC system-wide error regarding financial aid has been corrected resulting in better financial aid awards, and those packages have gone out within the past six days. A more formal written report comes out around May 6.

They have currently made the transition to relationship recruitment through contacting high school counselors. The target group is high school juniors so these students will form the

entering class of 2020-21 for it usually takes a year to turn admission practices around. Sarah Humphries Nazionale has moved back to Admissions in order to lead this important effort.

Chancellor Installation. Chancellor Cable is excited about this, and wants this to be about shining a light on all our students, faculty and staff rather than on her so the theme is “Celebrate UNC Asheville.” A list of events will be coming out soon. Undergraduate Research Day, a strong and long-established tradition, will be Tuesday, April 23 where many Board of Trustees member, VIPs and delegates from other institutions will be attending this day to view our student’s work. There will be a lawn party for students, faculty and staff to celebrate spring and the end of the academic year where we will plant and name some trees to honor UNC Asheville’s eight chancellors. That evening UNC Asheville faculty, staff, and student leaders will be hosting a get-together for the leaders of Asheville – non-profit, educational, and corporate leaders as well as leaders in the arts. A series of roundtable discussions will be held on that Thursday:

- Liberal Arts and Science Education’s *Vital Role for the Future of our Democracy* will be held at 9 a.m., led by Jon Peede, chair of the National Endowment for the Humanities, Dr. Lynn Pasquerella, president of the Association of American Colleges and Universities (AAC&U), and Dr. Lawrence T. Potter, chief academic officer and provost at the University of the District of Columbia. UNC Asheville faculty respondents include Dr. Patrick Bahls, Honors Program Director and professor of Mathematics; and Dr. Lyndi Hewitt, Sara and Joseph Breman Professor of Social Relations and associate professor of Sociology, and Women, Gender and Sexuality Studies Program Director; and Dr. Keya Maitra, Howerton Distinguished Professor of Philosophy.
- *An Essential Right: Health and Wellness Trends & Research* will be held at 2:30 p.m. with Dr. Rita Charon, founder of Narrative Medicine; Dr. Wesley Burks, CEO of UNC Healthcare, and Dr. Jeff Heck, president and CEO of MAHEC. UNC Asheville faculty respondents include Dr. Ameena Batada, associate professor of Health and Wellness; Dr. Amy Lanou, Chair and Professor of Health and Wellness and Executive Director of the North Carolina Center for Health and Wellness; and Dr. Ted Meigs, GlaxoSmithKline professor of Molecular and Chemical Biology.
- *Inclusive Excellence and Equity: The Power of a University Partnership* will be held at 4 p.m. led by Al Whitesides, Buncombe County commissioner; Debra Campbell, city manager for the City of Asheville; Kimberlee Archie, equity and inclusion manager for the City of Asheville; Dr. Lawrence T. Potter, chief academic officer and provost at the University of the District of Columbia; and Frank Goldsmith, retired civil rights attorney and board member of Carolina Jews for Justice West. UNC Asheville faculty respondents include Dr. Trey Adcock, assistant professor of Interdisciplinary Studies and Director of American Indian and Indigenous Studies; Dr. Agya Boakye-Boaten, chair and associate professor of Africana and Interdisciplinary and International Studies; Dr. Tiece Ruffin, associate professor of Education; and Dr. Darin Waters, associate professor of History and executive director of Community Engagement.

The Keynote Address will be given Thursday evening by Bryan Stevenson as part of the David and Lin Brown Visionary Lecture Series and The Van Winkle Law Firm Public Policy Lectures. Many of you know his best-selling book *Just Mercy: A Story of Justice and Redemption* and his founding of the of the Equal Justice Initiative (EJI) and its National Memorial to Honor Victims of Lynching in Montgomery Alabama.

Friday's roundtable discussions include:

- *The American Dream: Interfaith Leadership in a Religious Democracy* will take place at 9 a.m. led by Dr. Eboo Patel, founder and president of Interfaith Youth Core, and Rhodes scholar whose most recent book is *Interfaith Leadership: A Primer*. UNC Asheville faculty respondents include Dr. Rick Chess, Roy Carroll Professor of Honors Arts and Sciences and Director of the Center for Jewish Studies; and Dr. Rodger Payne, chair and professor of Religious Studies; Dr. Kate Zubko, associate professor of Religious Studies, NEH Distinguished Professor in the Humanities, 2018-21; and Dr. Marcus Harvey, assistant professor of Religious Studies.
- *The Melting of the Arctic Permafrost: Climate Implications* will take place at 10:30 a.m. led by Dr. Robert Max Holmes, deputy director and senior scientist with the Woods Hole Oceanographic Research Institute. UNC Asheville faculty respondents include Dr. Evan Couzo, Assistant Professor of STEM Education and Coordinator of 6-12 Mathematics Licensure; Dr. Dee Eggers, associate professor of Environmental Studies; Dr. David Gillette, associate professor of Environmental Studies; and Dr. Andrew Laughlin, assistant professor of Environmental Studies.

There will be a concert, a lunch together and the installation ceremony with a celebration reception afterwards.

Diversity and Equity Working Group. Chancellor Cable has been meeting with what is called a new Diversity and Equity Working Group who met in her home two nights ago. They are going to meet at least twice more during the spring semester. Their goal is to map out a variety of strategies to address and advance equity and inclusion on the campus, building on the already good work that has happening here for a very long time. The purpose is to coalesce the work that we expect of each other over an eighteen month period. This will give us a university-wide shared action on these issues as well as inform the work of the new Provost and the work of the Faculty Senate by reducing our silos and doing some things together. She will keep Faculty Senate posted on the work of that group.

New local UNC Asheville Trustees. The Chancellor announced that Roger Aiken and Dr. Mo Green have been appointed to the university's Board of Trustees. Mr. Aiken is a financial advisor with the Wells Fargo organization. He has served on the Board of Governors a number of years ago. There is great faith he will be helpful to us as a trustee. Dr. Green is the current President of the Z. Smith Reynolds Foundation in Greensboro and Winston Salem. He was a Superintendent of Schools for Guilford County for a number of years and is a senior leader in non-profit work and philanthropy who will be helpful as we design our upcoming comprehensive campaign.

Honorary Degree Process. Chancellor Cable closed by saying she appreciated the help of the Senate Executive Committee as they worked together to make sense of their ethical responsibilities to ourselves as an institution and addressing the press through the Murdoch honorary degree situation. As a result, the Board of Trustees has asked the Chancellor to inaugurate a process to thoroughly study the process and how we should award them in the future. The Chancellor hopes to consult with the whole Faculty Senate on this at their May meeting. She would like to have this thorough investigation done with faculty representation so she can have a report to the Board of Trustees in June. Out of consideration and respect for the work of anyone under consideration for an honorary degree (so they are not subjected to undue scrutiny from the press nor pulled into this unpleasant situation), UNC Asheville is delaying giving honorary degrees until the new updated process has been implemented in 2020. Our May Commencement Speaker is Paula Kerger, President of PBS across the United States, whose work and reputation is beyond reproach. The Board of Trustees have approved giving her the

Chancellor's Medal for Leadership, which the university has given intermittently in the past. The honorary degree concerns will be addressed in a thorough review of this process and what will be best practices for us.

Questions:

Assistant Professor Regine Criser asked if the working group is connected to the Diversity Action Council and who are the members of the working group. Chancellor Cable said this working group has emerged around the issues from Tamika Mallory's visit. The key is to get something planned that we know can move the needle on these matters over the course of the next 18 months. The Chancellor says she is but one participant. Leadership for the group has not yet been determined. We have important work ahead for some verifiable improvements in our attention to diversity, inclusion and equity that would be institution-wide, not siloes. She will forward the working group's member list to the Senate Chair for his decision regarding distribution.

Student Government:

President Michael Davis

President Michael Davis announced that the students have just completed their elections for next year. Isaiah Green was elected the new SGA President. President Davis introduced President-elect Green by saying he has done an exceptional job as the current Executive over Academic Affairs in Student Government as well as serving as a representative to the downstate SGA assembly of the UNC System schools. Isaiah and the entire UNC Asheville student delegation is respected and looked to for advisement on matters. President Davis is so grateful for his service. Next week is the SGA Officer Inauguration and he will send the Senate Chair an email to formally invite the senators to this occasion. President Davis closed his remarks by saying it has been an absolute pleasure serving as SGA President. It has also been his privilege and honor to work alongside Faculty Senate this year. Though it has been a trying year, it also has been a very unique year all across the board for everyone rose to the occasion. It was great to see tremendous, inspiring leadership instead of buckling and hiding. In closing, President Davis thanked everyone for the pleasure to work with Faculty Senate.

Staff Council:

Chair Brian Hart

Staff Council Chair Brian Hart had a few updates for Faculty Senate. The Staff Assembly met downstate last week with two important updates for our campus. The UNC System Office is beginning a career banding study for SHRA employees. Career banding is the way SHRA and EHRA positions' salaries are classified. Although the state system has been studied, those changes did not affect the university system, which has not been studied nor updated since around 2008. There are hopes that this very complicated system is simplified and will be beneficial to staff.

The other update from that meeting was in regards to paid parental leave. NC State has had a working group for the last two or three years working to implement paid parental leave and they have been working with them to see the information they have gathered to develop our own resolution to submit to President Roper. The consensus is to recommend that statewide employees receive eight weeks of paid parental leave, which would make us competitive with other states - although they prefer twelve weeks paid parental leave, which would make us a leader. Coincidentally, the same day is the first day of our Staff Assembly meeting, a house bill (HB 442) was submitted. That is a very small step towards this. It essentially said to pass legislation to begin a study of a parental leave across the state for state employees. Granted a small step, but a good first step to make this initiative a new reality.

From the staff counsel side of things, nominations for Staff Council will open tomorrow via email to welcome nominations. Staff can either self-nominate or nominate other staff. The actual election will take place later in April. This is the first time Staff Council has held elections and they are very excited about this change in our membership is determined. As Faculty Senate has looked forward to the report from the Total Compensation Task Force, Staff Council also looks forward to that presentation also at their meeting next week. On behalf of Staff Council, Chair Brian Hart thanked the task force members for their hard work.

Faculty Assembly: Associate Professor Marietta Cameron

Faculty Assembly did not meet in the month of March so this report will be short. Associate Professor Cameron wanted to bring to the senators' attention the resolution to a matter that she was involved in as a Faculty Assembly Representative in regards to using student ids as voter ids. UNC Asheville is now one of five institutions where student and employee ids can be used as voter ids. Marietta Cameron wanted to thank Chancellor Cable as well as Senior Staff Members Clifton Williams, Shannon Earle and Laura Herndon - as well as anyone else involved that she was not aware of their involvement. She wanted to thank them for their hard work that has made this possible. The five schools are UNC Asheville, North Carolina State University, North Carolina Central University, Elizabeth City University, and Appalachian State University.

At the next Faculty Assembly meeting on April 12, there will be a discussion of the diversity and inclusion proposal, which involves setting up a structure for a system-wide initiative in terms of diversity. Associate Professor Cameron definitely wanted to again to commend and bring attention that our Chancellor has made this a major initiative. She also thanks the Faculty Senate for their Sense of the Senate resolution that was passed at the last meeting. She looks forward to the Senate continuing to make sure that there is tangible evidence of these actions as far as of diversity, equity, and inclusion are concerned.

V. Academic Policies Committee Report: Professor Laura Bond

Professor Bond also wanted to take time to recognize and thank the hard-working Academic Policies Committee members. These faculty members take the time to thoughtfully read, review, discuss, ask questions and go over every curriculum document in great detail that comes before the Faculty Senate. She wanted to personally thank them by name:

Nancy Ruppert	Ann Dunn	Kirk Boyle
Patrick Bahls		Trey Adcock

Also, the Registrar's Office and a dean sits in all meetings, does a lot of work with the documents, and are very much involved in providing data for decisions:

Alicia Shope	Lynne Horgan	Dean, Herman Holt
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And of course, Lisa Sellers, Faculty Senate's Administrative Assistant.

[Decision Summaries](#)

***First Reading:**

- [APC 42](#) Delete HWP 250 and HWP 290
- [APC 43](#) Change title and course description for HWP 153; Change title and course description for HWP 190; Change title, course description, and prerequisite for HWP 315; Change course description, credit hours, and semester offered for HWP 455
- [APC 44](#) Revise the requirements for the Major in Health and Wellness Promotion and the Minor in Health and Wellness Promotion [Appendix](#) (Amy Lanou, HWP)
- [APC 54](#) UNCA Music Department - Petition for Credit Cap Exemption – 2018-2019
[Appendix 1](#) [Appendix 2](#) [Appendix 3](#)
- [APC 45](#) Increase the credit hours and change the offering pattern of MUSC 340
- [APC 46](#) Edit the course descriptions for MUSC 382 and MUSC 383
- [APC 47](#) Increase the credit hours and offering pattern of MUSC 343, 346; Increase the credit hours and edit the descriptions of MUSC 344, 345, 347, 357; Increase the credit hours and change the titles and descriptions of MUSC 348 and 349
- [APC 48](#) Add new courses: MUSC 350, 367, and 368
- [APC 49](#) Delete MUSC 293 and MUSC 294, replacing them with MUSC 263 and 264; Change the titles and descriptions of MUSC 295 and 296, increasing the credit hours
- [APC 50](#) Revise the requirements for the Bachelor of Arts in Music
- [APC 51](#) Revise the requirements for the Bachelor of Fine Arts in Jazz and Contemporary Music
- [APC 52](#) Revise the requirements for the Bachelor of Science in Music Technology
- [APC 53](#) Revise requirements for the Minor in Music (Brian Felix, MUSC)
- [APC 55](#) Add a new prefix, SSCI, for Social Science courses; Add new course, SSCI 300, Applied Social Science Research Workshop (Lyndi Hewitt, SSCI)
- [APC 57](#) Revise the credit awarded for Advanced Placement exams in Art, Art History, Biology, Chemistry, English, Government, History, Music Theory, and Physics; Add Advanced Placement credit for Chinese
- [APC 58](#) Change the prerequisite for CHEM 145, Quantitative Chemistry Laboratory, as a result of the change in Advanced Placement Credit (Lynne Horgan, Kirk Boyle, Alicia Shope)
- [APC 59](#) Add new course, IST 330, Sustainability Seminar (Kevin Moorhead, Jennifer Rhodes Ward, Alison Ormsby, Sonia Marcus)
- [APC 61](#) Establish policy allowing for fulfillment of EDUC 210 through successful completion of the Pathways2Teaching course at regional high schools (Nancy Ruppert)

The following were not unanimously approved by APC and will be discussed at second reading. The dissenting vote will have an opportunity to speak before Senate:

[APC 56](#) Add an interdisciplinary certificate in Applied Social Science Research (Lyndi Hewitt, SSCI)
Passed APC with 3-1 vote.

[APC 60](#) Add Interdisciplinary Certificate in Sustainability (Kevin Moorhead, Jennifer Rhodes Ward, Alison Ormsby, Sonia Marcus)
Passed APC with 3-1 vote.

Second Reading:

[APC 18:](#) Change PHIL 302: Philosophy of Sex and Gender, to PHIL 202

[APC 19:](#) Changes to course options in Legal Studies Minor (Melissa Burchard, Brian Butler, PHIL)

[APC 20:](#) Add HWP 381 and SOC 387 to the electives for Women, Gender and Sexuality Studies, removing Natural Sciences from the heading

[APC 21:](#) Add a Methodological Course to the Major Requirements for WGSS

[APC 22:](#) Revise the requirements for the Minor in Women, Gender and Sexuality Studies (Lyndi Hewitt, WGSS)

[APC 23:](#) Introduction of Honors Contracts as a Means of Granting Honors Credit; Elimination of Honors Sections LANG 120 (Patrick Bahls, Honors)

[APC 24:](#) Change titles of HIST 151, 152, 303, 359, 382, and 452; Change description of HIST 398; Change title and description of HIST 451

[APC 25:](#) Add new course: HIST 396

[APC 26:](#) Delete the following courses in the History curriculum: HIST 309, 310, 338, 347, 348, 350, and 358 (Tracey Rizzo, HIST)

[APC 27:](#) Change in the distribution of hours required for the Individual Concentration in Environmental Studies

[APC 28:](#) Change the course number of ENVR 330 to ENVR 480; Revise the major requirements for Environmental Studies and Earth Science with 9-12 Teacher Licensure

[APC 29:](#) Change requirements for the Environmental Studies Minor (Irene Rossell, ENVR)

[APC 30:](#) Change the description for LANG 494, Senior Seminar in Creative Writing (Mildred Barya, Lori Horvitz, ENGR)

[APC 31:](#) Reinstate POLS 323, updating the title and description; Add new course, POLS 398, Political Game Theory

[APC 32:](#) Change prerequisites for POLS 290 and 490

- [APC 33:](#) Change the 200-level requirements for the Political Science Major, Major with Teacher Licensure, and Minor (Linda Cornett, POLS)
- [APC 34:](#) Change the distribution requirements for the Human Rights Studies minor (Peter Haschke, HRST)
- [APC 35](#) Update the listing of courses for the US Ethnic Studies minor (Anne Jansen, ETHN)
- [APC 36](#) Delete PORT 230, returning Intermediate Portuguese to a two-course sequence: PORT 210 and 220 (Elena Adell, Jeremias Zunguze, PORT)
- [APC 37](#) Reconfigure the undergraduate research experience of Economics majors by deleting ECON 380 and adding the content to a 4-credit ECON 450; Revise the description of ECON 480
- [APC 38](#) Revise the requirements for the Major in Economics and Economics with Teacher Licensure (Rob Tatum, ECON)

APC 18 through APC 38 above were bundled without objection having received unanimous support from APC while neither proposing new programs nor proposing a university-wide change. A motion was made to accept APC 18 through APC 38, which was seconded. No discussion.

APC 18 through APC 38 passed without dissent and 2 abstentions.

- [APC 41](#) Application for Exception of the UNCA Credit Cap Policy (Cheryl Alderman, Linnea Linton, Mahmut Reyhanoglu, ENGR)

As background, APC 41 is the Application for Exception of the UNC Asheville Credit Cap Policy, which has to be brought before Senate first. To clarify, the APC Chair is not talking about the new UNC System credit cap of 120 credits. The application is for the exception to the UNC Asheville credit cap of 100 credits. It is indicated in the decision summaries descriptions that the program is over the limits set by both policies; however, APC and the Faculty Senate only has the jurisdiction over the UNC Asheville Credit Cap policy not the UNC System policy, which is the jurisdiction of the Board of Trustees. Before Senate considers the curriculum proposal, they have to decide whether to approve the exception to the credit cap. When the exception is approved, then APC 39 and APC 40 may be considered.

A motion was made to accept APC 41, which was seconded. No Discussion. APC 41 passed without dissent.

- [APC 39](#) Delete ECE 301, Linear Systems; Delete ECE 456, Mechatronics; Delete ECE 455, Industrial Robotic Systems, replacing with JEM 455, Robotics and Autonomous Systems Change prerequisite for JEM 420, Mechatronics Systems Modeling
- [APC 40](#) Revise the requirements for the Mechatronics Concentration

APC 39 and APC 40 were bundled for a singular vote. A motion was made to accept APC 39 and APC 40, which was seconded. No Discussion. APC 39 and APC 40 passed without dissent.

VI. Faculty Welfare and Development Committee Report: Senior Lecturer Judith Beck
[Decision Summaries](#)

First Reading:

[FWDC 11:](#) Establishment of a Policy for Stipend Amounts
Faculty Handbook Section 2.9.4.1

[FWDC 12:](#) Proposed Revisions and Additions to the policy regarding the Faculty
Committee on Hearings (FCH)
Faculty Handbook Section 10.2.4 and Section 14.2

Second Reading:

[FWDC 7:](#) Fellowship Awards, Professional Development Leaves, and Associated
Benefits Faculty Handbook Section 4.1.4

[FWDC 8:](#) Eligibility of Ombuds for Other Service Assignments
Faculty Handbook Section 10.5.13

[FWDC 9:](#) Institutional Animal Care and Use Committee Policy
Faculty Handbook Sections 4.3.6.1 and 10.4.18

There was no objection to bundle FWDC's Second Reading documents. A motion made to accept FWDC 7, FWDC 8 and FWDC 9, which was seconded. No Discussion. FWDC 7, FWDC 8, and FWDC 9 passed without dissent.

Faculty elections should be completed after the final two elections. Those elections are ones that the nominee ballots are approved by Faculty Senate prior to the elections. The nominees to be forwarded to SGA President for their consideration for Faculty Conciliator are also approved by Senate. Senior Lecturer Judith Beck presented the slates. A motion was made to approve the proposed ballots, which was seconded. Nominee ballots passed without dissent. The final results to all the elections will be known in a couple of weeks.

Service Preference forms go out next week. FWDC asks that senators fill the form out as well as asking them to encourage colleagues to fill these out. Service Preference forms help FWDC in determining their recommendations for the appointed positions on standing committees.

Task Force on Total Compensation Summary: Senior Lecturer Judith Beck
FWDC Chair Judy Beck presented the summary on behalf of the task force. She began by thanking the members of the task force for their year-long hard work:

Judy Beck, FWDC
Mary Hall, Finance
Jamie Head, Human Resources
Jeff Konz, Academic Affairs
John Liposchak, Staff Council
Mark McClure, IDC

The task force has met beginning last fall and the group has been the model of staff/faculty collaboration. The full report is not ready yet, but Senior Lecturer Beck went over briefly what the task force found.

The purpose of the task force was to look at salary changes over time, which they stuck to that particular charge to show how faculty compensation has changed over the past 20 and then past 10 years through this process:

- Analyze current information and/or collect an additional underlying dataset on salary changes, cost of living metrics, and benefit expenses over time;
- Develop a synthesized report on the situation specific to faculty and staff at UNC Asheville; and
- Generate recommendations on specific areas that would better inform our leadership team and improve their ability to advocate on our behalf. The task force also needs to present a plan for ongoing review of this data.

Their data sources for salary came from Institutional Research, Effectiveness and Planning (IREP). To be consistent, they used values from October of each year. The faculty salaries were categorized by ranks, and the staff salaries were divided into EHRA and SHRA staff. They stuck with base salaries, which means they included the base 9-month salary for faculty without including additional salary for chairs, and for staff, they did not include longevity pay. The cost of living data was significantly more problematic, and thankfully, there was an economist on the team as well as a Board of Trustee member Rick Lutovsky who has been President of the Chamber of Commerce. He was quite helpful in directing the task force to other experienced consultants to confer. However, it was still really difficult to get cost of living data specific to Asheville. The task force ended up using the Consumer Price Index (CPI) for urban consumers of the South from the Bureau of Labor Statistics (BLS). They rejected other statistics because the data fluctuated wildly and they were unsure of their reliability. They had the same situation with housing costs. In the end, the indexes they used were statistics that they could defend the numbers.

The graphs, which were produced by Mark McClure, show changes over time and not comparisons of actual salaries nor does the data represent people. For example, a faculty member in 2008 as an assistant professor would be a full professor sometime later.

The main task force finding is that faculty salaries in general have over the past 20 years gone up and are a little bit higher than the Consumer Price Index. The task force noticed that the year 2008 (the year of the recession) was an inflection point - a turning point where things did not go well until the past few years where things start to get a little bit better. The task force found that staff salaries were pretty close, but not quite to CPI so the task force found staff are not doing as badly as they thought they would find when they went into this investigation.

Total compensation included not only what employees are paid but also what the university spends on their behalf:

- Health benefits expense
- Social Security expense – employer portion
- Retirement benefits (TSERS, ORP, LEO)

- Beginning in FY15-16, recognition of pension expense in accordance with new GASB rules – resulted in \$2M spike in FY16-17
- Employee education expenses
- Workers Comp and Disability Benefits

Another finding the task force noted is that the amount of health care that the university pays has gone up dramatically. This explains why there is an increase in total compensation while take-home pay has not increased. They also discovered there is faculty salary compression, which needs to be addressed.

In the end, the task force conclusions are actually questions for further study:

- How can we address salary compression issues?
- Can we create a comprehensive report of the *structure* of salary changes over time?
- How can we account for increasing expenses of employee contributions to benefits?
- Is there a better method for estimating cost of living specific to Asheville?
- How do our salaries (faculty and staff) compare to peer institutions?
- How do our salaries (faculty and staff) compare to market rate?

Senate Chair Stratton thanked the task force and asked if they have any recommendations for next steps and how can this be regularly assessed. Where should it be housed? FWDC Chair Beck said the task force felt it should be regularly addressed. They did not talk about where it should be housed.

Michael Gass would love to provide for more regular reporting of this and IREP is working on an analytics platform for reporting. He likes what Mark McClure has done with the graphs and working with IPEDS. In the spirit of shared governance, rather than a report that is cranked out, Director Gass does believe Senate/staff do need have a task force review at determined intervals.

Chancellor Cable said that these issues relate to the quality and academic rigor of the institution as well as staff effectiveness. She sees this as an opportunity to carry forward through shared governance by looking at this together and building models that import IPEDS as well as other statistics. This is essential and would think every couple of years a task force would want to look at this. Another reason to do this together is so we have a shared presence at the state system level where fundamentally these things are controlled. She believes joining other campuses, like Chapel Hill, who is ranking faculty salaries and some staff salaries as their highest priority for the coming year. Chancellor Cable believes these partnerships are very important, especially as a faculty/staff initiative. This makes efficiency sense as well as some political sense. The third thing would be to track some of this as it relates to the additional expenses of benefits. From a total compensation sense, an employee may look well-paid; however, upon review, the increase is driven by a rise in cost of benefits. The Chancellor urges that we do the work together.

Although, she does not know where it should rest, a part of this actually needs to include HR leadership so she sees staff administrative leaders and faculty leaders from senate as well as representation from other groups related to this to work together with leadership in HR. The review should take place every other year or maybe every three years so the review looks at this in a very purposeful way and craft the next set of understandings about how to get released from the compression issues, how to stay current with the state issues, and certainly how to watch this across the 17 institutions. With this big data project, we will be expected to produce information at a state-wide level as well. Those are her early thoughts.

FWDC Chair Judy Beck thanked Chancellor Cable for her comments and said the task force felt the same way - although the amount of health care insurance the university pays is important enough to be considered as a separate issue

Comments/Questions:

- Assistant Professor Peter Haschke suggested not only looking at the amounts of health care that is paid but to look at the costs of benefits over time. He also wonders if the same contribution the university is making actually resulted in a reduction of services.
- Professor Ken Betsalel asked what are the findings other than the questions. FWDC Chair Beck said the major finding shows that overall our salaries are keeping up with inflation/cost of living.
- Professor Mark McClure pointed out that we do not want to just keep up with the cost of living. At first, he was happy to be keeping up with the cost of living, but as he thought about it a little more deeply as a person who has been around a while and is now a full professor, salary compression is a major issue to him.
- Assistant Professor Kirk Boyle asked about findings regarding Asheville real estate since living in Asheville does feel expensive and he hopes is more than anecdotally true. Mark McClure said that they consulted with two gentlemen from the Chamber of Commerce. Professor McClure personally learned that these kind of questions are a lot harder to deal with than he realized. People who work at UNC Asheville live all over and commute from various counties. Certainly it is more expensive to live in Montford, but many employees do not live in Montford so how does the research account for that?
- Jeff Konz said the cost of living data available is from the Asheville metropolitan statistical area (Madison, Buncombe, Haywood, Henderson). There is very little data just on the City of Asheville. There is housing data but housing alone. The cost of living for the Asheville metropolitan statistical area is consistent and stays right with or slightly under national averages. The cost of living has been consistent over time. They were counselled that it would be a mistake to try to dig too deep into the cost of living in Asheville because so many of the people who work in Asheville do not live in the city.
- Chancellor Cable recommends staying on this issue for obvious reasons like hiring future faculty and staff of quality, which will be determined by the salary banding that prevents future compression. Though this is not the short-term fix, the campaign must include additional endowed professorships to spin off money that could then go back to the operating budget to use for better salaries across campus while providing opportunities such as assisted housing for young faculty we are hiring. She has implemented many successful, creative resolutions to help in the area of compensation.
- Several senators brought up the cost of commuting and parking needs to be included as part of living expenses/cost of living.
- FWDC Chair Beck pointed out that the housing data is from the Chamber of Commerce who wants people to come to their city so there may be “cherry picking” of numbers in order to attract more people to the area.

VII. Institutional Development Committee:

Professor Ken Betsalel

First Reading:

[IDC 3:](#) Request to Establish New Academic Degree Program:
Master in Public Health (M.P.H.) between
University of North Carolina Asheville and University of North Carolina at
Chapel Hill (Gillings School of Global Public Health)

Second Reading:

[IDC 2:](#) Criteria for Graduate Master Degree Programs

Professor Ken Betsalel read IDC 2 into the minutes in its entirety:

Criteria for Graduate Master Degree Programs

Given funding challenges, demographic changes and the educational needs of the community, the Faculty Senate through IDC is open to receiving thoughtful applications for new Master degree programs at UNC Asheville. The Faculty Senate holds that any expansion of graduate offerings should be deliberate, incremental, and carefully considered, and that any new programs should enhance, not detract from, the undergraduate experience. Proposals for additional UNC Asheville graduate programs will be considered following the procedures set forth in The University of North Carolina Policy Manual for Academic Program Planning and adhere to the following UNC Asheville criteria:

1. Values Masters programs should enhance the core liberal arts values and strategic plan of the University of North Carolina Asheville with its emphasis on undergraduate education, diversity and inclusion, innovation, and sustainability.
2. Distinctive Master programs should be programs of distinction and meet measurable social and educational needs.
3. Sustainable · Masters programs should hold promise of longevity and be self-sustaining.

Ken Betsalel pointed out a number of documents that have been posted also consideration of IDC 2:

- A. [Michael Gass' Brief](#)
- B. [Master Degrees Awarded at COPLAC Institutions 2016-17](#)
- C. [COPLAC MA Academic Programs](#)
- D. [Debate Discussion regarding MA Programs from Senate Minutes November 29, 2007](#)
- E. [Kaplan Letter](#)

Document B, which is based on IPEDS data, found there were 3,948 MA degrees awarded by COPLAC institutions from 2016 to 2017. Document C indicated 24 of the 29 COPLAC institutions now have MA programs, which has been updated since to 26 out of the 29 COPLAC institutions. Regarding the posted Faculty Senate minutes from November 29, 2007 (Document

D), a motion was made at that meeting, “UNC Asheville should at this time allow a limited number of carefully restricted additional graduate programs.” That motion failed 14 to 1.

While not part of the supporting materials for today, [UNC Asheville’s Strategic Plan, dated June 10, 2016](#), invites the university to “Determine the best approach to identifying, evaluating, and when appropriate implementing select graduate programs that would enhance UNC Asheville’s liberal arts mission and help build our distinctiveness.” [page 11 of that report]. It was on that basis and other statutory and regulatory authority that is the Faculty Senate that this session voted unanimously to authorize a Letter of Intent to develop a new academic program in MPH between UNC Asheville and UNC at Chapel Hills Gillings School of Global Public Health.

Finally, Document E, a letter from Dr. Sam Kaplan, Chair of the Mathematics Department, who shared some institutional history and expressed concern regarding MA programs at UNC Asheville.

In conclusion, the question before the Faculty Senate today is:

Does IDC 2 encourage ill-considered growth in graduate programs at this university or does IDC 2 offer a workable framework in evaluating proposed MA programs while at the same time safeguarding the integrity and distinctiveness of undergraduate education?

A motion was made to discuss and vote on IDC 2, which was seconded.

Discussion:

Although he is in favor of this, Associate Professor John Brock stated that when trying to write policy that is going to be a guide for people in the future, it is important that it can be interpreted in order to determine a reasonable, upfront investment.

IDC Chair Betsalel said that from IDC’s discussions, it is not their intention to prevent programs that may have upfront investments. IDC just wants to be sure that approved programs are thoroughly vetted and their numbers have been examined.

Assistant Professor Susan Clark Muntean said that they are not saying that it needs to be on a timeline nor immediately sustainable, but they do not want to see a program crash and burn within five to ten years.

Professor Stratton relayed it is necessary to know whether there are startup costs, and if there are startup costs, those should be revealed as part of the proposal along with the level of administrative support and interest. If there are not startup costs, then the proposal needs to show how existing resources will be used. Senate needs to know these things to inform their decision.

Professor Betsalel said he believes they are saying there needs to be complete transparency in this process where proposed budgetary material is made available for scrutiny to IDC and fellow senators. This goes to the heart of shared governance in which IDC is working with various financial officers concerning proposals.

Assistant Professor Regine Criser thought that Professor Sam Kaplan brought up a good point by his question of how do we cover setup costs of these programs. She currently sees Masters programs require more of everything than we have currently in resources and will bring more people who will require even more resources (classes, instructors, parking). While she understands that there are many opportunities here, especially for a financially challenged institution working to also meet community needs, she thinks it is really important to consider how can we serve the UNC Asheville community better in ways that we currently are not doing. Looking at startup costs, she wonders how can needs be addressed since what we have here at

UNC Asheville will always be limited to a certain degree just because of the kind of institution we are.

Professor Stratton agreed, and yet, he pointed out that we do have quite a bit of underutilized space on this campus. When we think of space, we think of Monday through Friday and how difficult it is to get a classroom. However, we are underutilizing space during the summer, in the evenings, and on the weekends. These are questions that we should ask when programs are developed to determine the weight on our infrastructure. These are legitimate questions to ask.

Associate Professor John Brock also agreed with Regine Criser while he has already explored the MPH proposal and found out that they already have a building and are setup in terms of space and classrooms.

Assistant Professor Regine Criser is also concerned about what these programs do to our campus' identity and community. There will be programs that will be easy to come up with a masters program because of their staffing facilities. If you look at one of the documents that shows what kind of Master degrees have been granted by COPLAC Institutions and what kind of Master programs exist in COPLAC institutions, she sees clearly a tilt towards some disciplines more than others. These documents raise many questions:

- What is the financial benefit of these programs?
- Are they going to lift the entire campus?
- Will this be reinforced when we inscribe disciplinary divisions to those that have remain unresolved?
- Is there going to be a two-class system of programs – one that have masters programs who can afford teaching assistants and then another that cannot afford assistants requiring faculty to have larger teaching workloads?

Although these are not concerns within this present document and may be resolved only through the applications to come before Senate, the documents that have been presented mention that UNC Asheville's identity, which Assistant Professor Criser thinks is currently in as much flux as everything else on this campus currently seems. Granted, these signal opportunities, but they also provide challenges. We are at a pivotal point here, and she thinks the decision Senate is making today about these programs is giving an indication to where we want to move as UNC Asheville. She believes they need to think about the bigger vision here. From her perspective, we are in a black hole with regard to vision, so she finds it challenging to consider the issues.

Senior Lecturer Judy Beck really appreciates Regine Criser's remarks and what she speaks to is why Senior Lecturer Beck supports this document. There are already have graduate programs and another proposal is coming soon. This document says if Senate is going to consider them at all, these are the considerations that Senate needs to make a decision, which is very similar to those list of things. She appreciates having a document that forces us to think about all those things that have been said. This document does not say Senate has to accept them. It is better to have criteria rather than deciding on the fly when a proposal lands on the table.

Professor Stratton suggested that this document may end up creating a set of criteria to review existing graduate programs on a regular basis for continuous Improvement and assessment. He believes that future Senates should think about how we want to continually review graduate programs and assess them so programs that do not have a market do not

continue to exist. When the market shifts, the University should respond and have conversations about whether/when programs should be sunset.

Professor Betsalel replied that these are the challenges and very important questions IDC has discussed and why IDC provided the background documents. However, going into the future, Professor Betsalel believes there should be a framework.

Associate Professor Cameron asked what do “core liberal arts values” mean. The reason Associate Professor Cameron asked for the meaning is she feels part of a discipline that has not been traditionally called or perceived as being part of the core. When she sees that language “the core liberal arts values” in a document, she sees it as a type of code that gives the lead way to being bias against certain disciplines and to appeal to certain individual disciplinary biases without actually having to explain it. When she sees that kind of language that suggests select disciplines, she has concerns because every single discipline on this campus will want to have a masters degree program. Every single discipline has faculty that can produce a distinctive program that is beneficial to this campus and can make an argument that it will not hurt undergraduate programs.

Professor Stratton stated as Chair of Management and Accounting, he did not read the document as a code or precluding graduate programs from any of the disciplines.

Professor Betsalel offered to strike the word “core” as a friendly amendment. IDC’s intention was to be inclusive.

Professor Mark McClure said he does not think the word “core” needs to be struck out. He is confident that Marietta Cameron could articulate why computer science as it is practiced on our campus enhances the core liberal arts values of this institution. IDC was guided in part by the fact that they recently had a very well-written engaging proposal. When he first thought about a Masters in Public Health, he first thought it felt like a professional degree and was skeptical based on that. However, the proposal did a good job of articulating how it enhances our liberal arts core. Professor McClure would like to think we are an inclusive institution.

Professor Bond shared she was thinking about some of the conversations in APC about some programs that have been proposed. She notices there is nothing in here about a review or assessment process. Is there any want or need in this proposal to ask for a plan for reviewing and assessing its success at meeting these goals on a regular basis?

Provost Peterson stated that her belief is that all existing programs (undergraduate and graduate) should be updated and reviewed on an ongoing basis. We only began doing this in some areas and that was not created in a formalized system under the lens of best practices. She believes the work should be done but believes it does not have to be included in this document.

Lecturer Ann Dunn recommended changing the title to “Criteria for initiating graduate Master Degree Programs.” Later, a document called, “Criteria for Assessing the Success of Master Degree Programs.”

Director Michael Gass wanted to echo the Provost’s sentiment. There is an external review process in its infancy. From an accreditation point, whatever program we offer we do have to assess regularly, that includes existing programs both undergraduate and graduate. He would endorse the criteria. If we need supplemental legislation to suggest a particular modality for doing the assessment over and above our institutional accreditation requirements (including student learning outcomes assessment), that would probably be best done by addressing all programs in a separate piece of legislation.

Chancellor Cable said we would be deciding all of us together how our academic programs are assessed on a regular basis going forward. This has been put in the job description for the

Provost, and it is being discussed with all of the semi-finalists candidate and finalists. The candidates for the provost position have actually addressed this unprompted.

As one member of this community, the Chancellor knows it feels a bit like a dark hole right now in terms of some kind of visioning statement of where we are going, what is the ideal, what are the component parts, and how to both revitalize our organization in terms of revenue while staying true to our historical mission. She is sorry it is a dark-hole time, but she loathes to come forward without further consultation with everybody. In part, she is waiting for the new Provost to come who will also bring many different ideas that we need to consider.

The Chancellor asked if we can be a bit more patient with vacuum that we may be feeling. By the Fall of 2020, she believes that we will find ourselves in a more similar, more agreed upon direction than we may be feeling at this time.

Professor Betsalel wanted to say he appreciates the Chancellor's honesty and directness, calling back to the key underlying value, which is modesty.

Professor Betsalel is also appreciative of all the honest discussion in the Senate meeting today. These discussions are hard to have because we have a really great, ongoing, living, vibrant undergraduate education program here. He thinks we need these criteria to make it clear that undergraduate programs are primary while giving us room for a future that has graduate programs in it. We are not debating whether we should or should have graduate programs. These are going to be hard decisions on a case-by-case basis. He believes the criteria relays a rigorous, serious, and deliberative process that is needed because ad hoc ways of the past have not served us well. He supports this document.

Lecturer Ann Dunn made a motion to change the title of IDC 2 to "Criteria for initiating graduate Master Degree Programs." The motion was seconded. IDC members thought the change clarifies. The amendment to the title passed without dissent.

The question was called to vote when silence came upon the floor and no other person wished to speak.

IDC 2 passed without dissent

[Update on Master Planning:](#)

Associate Professor Sonya DiPalma

Associate Professor Sonya DiPalma thanked Brian Butler, Keith Krumpe, Jill Moffitt and other members of the Master Planning Steering Committee for inviting Professor Betsalel and herself to attend the last committee meeting, which was March 20. As shown by the linked timeline, we are now in Phase Four "Conceptual Ideation." There is [a website to Master Planning](#) along with [a very nice PDF of the different areas for consideration](#). The meeting led by Duda | Paine Architects was well organized and quite engaging. They are very receptive to involvement from all areas of the campus. They did present renderings and various options related to the eight sections derived from the campus survey that took place earlier in the year (2018). The sections were presented last November at roundtable input sessions at the OLLI Center. Those eight sections are guiding principles in visioning: open space, natural systems, peripheral properties, academics and growth, transportation and accessibility, campus life, campus athletics and campus services. It is still very much an informative process. They are looking for ways to incorporate faculty input. Senators DiPalma and Betsalel will continue to attend meetings and represent faculty, and they encourage faculty to give input.

In the spirit of shared governance, Chancellor Cable shared a change in the timeline for she was uncomfortable approving something for adoption in August before faculty could reconvene in the fall. We will be addressing this by sharing the plan in August and early

September so faculty may see before it is finally approved by the Board of Trustees. Faculty will have thorough review and ability to comment before this goes to the Board.

VIII. Administration/Academic Affairs:

Provost Karin Peterson

Provost Karin Peterson had a few updates for Faculty Senate. First, she received word this morning from the UNC System Office that they approved the Request to Plan for the Masters in Public Health and she was told they have four months to plan.

Regarding the work of the SFI Committee and FWDC, the Department Chairs and Program Directors will receive formal training for the new course evaluation during their next meeting (it is the only item on the agenda for that session). Lyndi Hewitt and Amanda Werts is leading the training. She invites any faculty to drop in that day to hear the conversation. She believes the training will be very useful, but it is important to use it uniformly and with some consensus around what it means.

By the way, Provost Peterson relayed that having a better course evaluation system is not the same as having a thorough evaluation of faculty as teachers. She hopes and urges Faculty Senate to keep thinking and examining how to be holistic in their approach to evaluating teaching. It is not possible to invent an instrument that will do an adequate job with this multi-dimensional activity. This is one recommendation the Provost cares deeply about.

Brad Petitfils and Lynne Horgan pulled together some numbers the Provost wanted to share regarding retention this spring. First, Provost Peterson thanked the faculty for their efforts in academic advising. Comparing this year to Spring 2017 (two years ago), academic alerts are up 42% and reporting by faculty is up 37%, indicating faculty are paying more attention to what is happening with our students, which the Provost thinks is a good thing. A more troubling statistic is since 2017, there is a 70% increase in students who have three or more academic alerts. For this semester, that is 63 students. It is not hundreds of students but the number is still a concern. Simultaneously, academic probations from last semester are down 20% although there may be some pressure on academic advising to not put students on probation right now. The number of students being served by the Office of Academic Accessibility is up from 2017 by 68% from 205 students then to 345 students now.

The Provost is very excited about UNC Asheville's summer courses. There are sixteen courses proposed for our new May Meister. That is a great start, and she is very pleased to see that. If you are familiar with the Jump Start program that used to happen in June, that program has been moved to the beginning of August and shortened because students are then allowed to work during the summer and not spread their financial aid over two academic years. She is very excited about the group of faculty and staff you are working on that program.

Deaver Traywick has a First to Finish Grant for the summer. You may recall this is a grant from the UNC system office that supports students who are behind 0-28 credit hours in terms of being where they need to graduate in four years. There are 92 students who have accepted the invitation to take either a Humanities or an Arts and Ideas course this summer. They will receive a total of \$126,000 in scholarships towards that opportunity.

We recently learned that Deaver Traywick, Brad Petitfils and Lynne Horgan received a second two-year grant from the system office. The two-year grant that includes an academic case manager and something called the College Scheduler. The College Scheduler is a program that allows students to create an optimized schedule quickly. The Provost hopes that will be useful and congratulates them for being a team that works so hard for our students. The Senate applauded their work as well as Provost Peterson's hard work as well.

Professor Betsalel asked about the meeting with the state Digital Learning people. Provost Peterson said she was not directly involved. Wiebke Strehl has been the designated dean around this work. Anyone who wants to have conversations about Digital Learning and where our campus should

be heading in regards to these innovations can be part of that work. There is an initiative at the state level about how the system can be assertive in its participation in online learning. The Provost, members of IDC and EC met with James Ptaszynski from the system office on our campus to get a sense of where we are. He met with various groups on campus including those who have done the COPLAC Digital Learning Courses. He definitely heard about the innovative side of us. This is in the exploratory stage at this time. This is a conversation that our campus needs to be in front of rather than behind.

As part of his area as CIO, Michael Gass said he did meet with Jim Ptaszynski. There is a proposal out there that Jim has championed regarding an 18th university to primarily serve online underserved populations and will not be in competition with the other 17 universities. It is an ambitious program although it is not clear if this proposal has the full support of the Board of Governors for there are startup costs and other items of concern. They are in the second phase of planning around that proposal. Michael Gass received updates and help for us to mount the learning curve around current technologies and how those technologies can blend with the type of instruction we favor here. He will have regular conversations so we know what is going on downstate and is glad to talk with folks when he learns more.

IX. Old Business/New Business

X. Adjourn

The meeting was adjourned at 5:01 p.m.