

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE MINUTES
December 6, 2018; 3:15 pm
Red Oak Conference Room

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

Excused Member: C. Oakley.

Visitors: N. Cable, S. Broberg, M. Cameron, M. Davis, L. Dunn, M. Ghidina, I. Green, B. Haggard, M. Hall, B. Hart, M. Harvey, L. Hewitt, L. Horgan, J. Konz, B. Lundgren, B. Petitfils, J. Pierce, A. Shope, W. Strehl, C. Williams.

I. Call to Order

II. Approval of Minutes: November 1, 2018 3:15 p.m.
Minutes passed without dissent.

III. Executive Committee Report: Professor Micheal Stratton
[Update on the Provost Search:](#) Professor Micheal Stratton

Senate Chairs Meeting at Faculty Assembly: Professor Laura Bond
(on behalf of the Senate Executive Committee)

Laura Bond shared appreciations for Nancy Ruppert, Marietta Cameron, and Lisa Sellers for their work at Faculty Assembly. She described their impressive teamwork in utilizing a shared Google Document during a full day of meetings and reports. Professor Bond acknowledged how hard this team is working to get accurate information to the Senate and faculty.

There were two highlights to share from the Senate Chairs Meeting. The first one was about the Faculty Hearings process. Professor Bond stressed this was ~~is~~ definitely an item for faculty to talk about amongst their colleagues and to funnel back opinions to the Senate Executive Committee. There is an unwritten proposal on the table planned for discussion and vote with the Board of Governors in January, that when a petitioner wants to appeal the decision made by the Chancellor the appeal would now go to the home university's Board of Trustees rather than the UNC System Board of Governors. During the Faculty Assembly Chair's meeting it was noted that currently the UNC System Board of Governors receives about 4-6 appeals per year, and in the last 20 appeals, only one appeal of the verdict was changed from the chancellor's decision. Professor Bond suggested that Senators talk to those who have served on the Faculty Hearings Committee for further insight into the hearings process and the potential impact of this change.

The other item was regarding faculty salaries that was reported by Marietta Cameron at the last Senate meeting. A report by Faculty Assembly on faculty salaries will be submitted to the Board of Governors on January 10. The primary concern raised in the report is salary compression (not much difference in pay between ranks) and salary inversion (newer faculty paid more than tenured faculty). Campuses have pulled data together and the Senate Chair has sent UNC Asheville's data at least a month ago. They are looking to report on existing trends in salaries, as well as demonstrate what salaries would be if faculty had received their regular salary increases. Marietta Cameron said they are gathering data and stories per UNC System President Margaret Spellings' advice to show the need for the salary increases.

University Planning Council (UPC):

Professor Ken Betsalel

UPC met for the first time on November 6. The full minutes of the meeting will be going up on the UPC website. Shannon Earle and Sarah Humphries took extensive notes and there will be greater detail there.

Those who attended the meeting is on the website also, which is a variety of people from across the campus were the members of the IDC subcommittee, administrative staff as well as students.

Chancellor Cable reported on the importance of the capital campaign for the university and how central that will be going forward.

From the notes that were taken, here are some of the highlights:

- With the privatization of Mission Hospital, there will be a possibility of philanthropic opportunities for the university. The Dogwood Foundation will be a key player in new efforts to find ways to support projects which would include higher education.
- The Chancellor stressed the importance of the master planning meetings coming up. The basic thrust of her opening comments were the importance of combining "university intellectual capital" with community partnerships.
- Vice Chancellor John Pierce reported on tuitions and fees as well as the funding challenges that face the university in this area. After a process of due consideration, a proposal will be going forward to the Senior Staff, trustees, and the Board of Governors regarding tuition:
 - We received tuition and fees instructions from the System Office going back to September 2018 and this is the second consecutive year we have not been able to raise tuition for undergraduate resident students. Increases are allowed for nonresident students and graduate students, which are reflected through market forces.
 - There are two committees – one on tuition and one on fees that are working on the matters of tuition and fee levels.
 - Student forums were held to inform and to gather feedback from students.
 - A final proposal will go before the Senior Staff, Trustees, and Board of Governors at the beginning of the year.
 - John Pierce stressed the importance of a comprehensive capital campaign so we can rely less on state monies and more in fundraising.
 - A central discussion was had by UPC regarding this report.

- Provost Karin Peterson reported on the Enrollment Strategy Group. When the Chancellor introduced this topic she stressed the challenges of retention. The Provost highlighted efforts in this area and the IDC members are happy to talk with senators on this matter.
- SGA President Michael Davis gave a report on student activities that range from voter turnout efforts to their work in middle schools.

As now constituted, the University Planning Council, despite its name, is not really engaged in planning. Professor Betsalel believes we need to look at this directly and see how it may be made a more effective body since there is a difference between a committee that receives reports and a committee that is actually engaging and developing plans.

Professor Stratton asked for clarification regarding the student forums. SGA President Michael Davis said there were two forums. The first was in October regarding how funds are spent. The second forum in October went over fee increases that were proposed. Students had an opportunity in two different sessions to come to these forums. Students heard the proposals and were given the opportunity to give input and recommendations that was given to the both committees which signed off on the proposals.

Update on Master Planning:

Professor Ken Betsalel

The Master Planning Committee held a session on Wednesday, November 28. Master Planning is a key aspect in the life of the university. The Board of Trustees is mandated to be engaged in master planning since the inception of the university. Typically, the different constituency groups, including outside consultants, come together, discuss and plan.

Since the campus community was only given a week's notice about this meeting, Professor Betsalel was very concerned about attendance because hearing from the community is crucial to the success of master planning. The sessions he attended was very productive for those who could attend. The master plan involves evaluating our environment (physical buildings and natural settings) to see if they support our core values. There were very productive discussions that day and the consulting firm did a good job of listening as reflected in their note-taking. IDC has offered to be more involved with the Master Planning Committee. He hopes the community gets to contribute more as this process goes on.

There is a Master Planning website and the chairs have been invited to make regular reports to the Faculty Senate. Professor Stratton confirmed that the invitation has been sent and received. One of the co-chairs, Jill Moffitt or Brian Butler, will come starting first of Spring Semester to give us an update at each Senate meeting.

Student Government:

President Michael Davis

Recent events and meetings attended to complete the Fall Semester:

1. Hosted "Destress Before the Test" was very successful where over 38 students attended.
2. President Davis attended ASG meeting downstate where Board of Governor Dr. Webb touched on retention at institutions, hiring faculty of color, and Silent Sam. With 85 students in attendance, a discussion went well and was very productive.

3. Registrar Lynne Horgan reached out Michael Davis and Isaiah Green regarding AP testing and the UNC system proposal. They also talked about future summer courses.
4. SGA sent out a message to students encouraging them to complete the student feedback survey. They have lifted some of the issues up to Provost Peterson. All Faculty Senate members are Invited to come to any of the SGA meetings next semester. The meetings are held on Wednesdays at 9:00 p.m.

President Davis introduced Michael Hall. He is a first year student who represents Public Safety primarily the Student Patrol Division within Public Safety. Many of our students are interested in law enforcement. This patrol is very helpful to Public Safety in ensuring our campus community remains safe. They work until 7:00 p.m. They walk everywhere covering the entire campus. They will conduct a safety walk in January of Spring 2019 semester.

Questions: Professor Bond asked if the Safety Patrol is dressed so they are easily identified on campus. Michael Hall said they wear distinguished jackets and shirts.

Ann Dunn asked about students' safety off campus where she knows two of her students have been accosted in the past year. President Davis said that he would take these concerns to Chief Boyce. He will also send out an email to students instructing them on what to do when they are downtown after the buses have stopped running in the evening. Vice Chancellor Haggard said our Public Safety Department does cooperate with the Asheville Police Department regarding the safety of our students while they are off campus. There is an emergency ride program.

Staff Council:

Chair Brian Hart

At their November meeting, they sent out monthly announcement ahead of time inviting all staff. As a result, there were an additional 15 staff members attend the meeting who are interested in joining them. Staff Council is very encouraged by that as they work to increase awareness of Staff Council across the campus in preparation for their first elections in the spring. Also during the meeting, IREP presented the employee engagement survey results. Staff Council will continue to have discussions about those results, which will be used to improve staff engagement. They passed the final draft of the bylaws.

After the meeting, they had an online discussion and voted to approve their strategic plan. Both the bylaws and the strategic plan will be sent to the Chancellor for her review, discussion and approval.

Regarding the Staff Assembly (which is the group that goes downstate like SGA's ASG and faculty's Faculty Assembly), the Paid Parental Leave for Staff Task Force has been formed from staff members across the UNC System. Each member has been assigned research areas that will be their focus for the next couple of months. Members will give a report at the March Staff Assembly meeting.

Brian Hart relayed that Staff Assembly is not currently looking at salaries although staff at UNC Asheville are included in the Salary Task Force that was formed here. He will communicate with the Staff Assembly Chair to see if they would like to work with Faculty Assembly on the topic of salaries.

Faculty Assembly:

Associate Professor Marietta Cameron

The Faculty Assembly Meeting was held on November 30. Laura Bond, Nancy Ruppert, Marietta Cameron and Lisa Sellers attended the meeting. [The Executive Summary](#), which comes from the UNC System Office, will summarize the meeting. From this meeting, there will also be slides from the [Employee Engagement Survey slides](#) and [feedback regarding the Summer Initiatives](#). A brief overview of the meeting:

- David Green, the Chair of the Faculty Assembly, made a presentation to President Spellings since this is her last meeting. Her last day as President is January 15, 2019. Dr. Roper assumed the position on January 15. Faculty Assembly is looking to have a positive relationship with the incoming Interim President.
- Associate Professor Cameron is on the ad hoc committee for Freedom of Speech and they are working on a resolution regarding the Silent Sam situation as it relates to the topic for freedom of speech. The committee is working on a response that they hope will be a resolution that can be passed by all campus Faculty Senates. Faculty Assembly has been asked to wait to see what the Board of Governors response will be to the Chapel Hill Board of Trustees' decision regarding Silent Sam.
- The Board of Governors will vote on the legislative priorities at their January meeting. They are waiting to give President Roper an opportunity to give feedback on these priorities. There will be a transition on the Board of Governors where the membership of the board will decrease again from 28 to 24 members.
- There was a presentation on the [UNC System's Digital Learning](#) where seven communities make up the majority of the contributions. The UNC Asheville delegation noticed 600 online courses being offered of which only one was a UNC Asheville course. The UNC System hopes online digital learning will encourage the rural students to engage the educational system.

Remarks from the Chancellor:

Chancellor Nancy J. Cable

The Provost Search Committee met this week and interviewed firms being considering for search counsel. The firms that are chosen will make their first visit to campus next week, on Wednesday and Thursday. The Chancellor hopes the Faculty Senate, Provost Advisory Task Force to the Search and the Search Committee itself will be available for some times of dialogue next Wednesday and Thursday

Chancellor Cable is pleased with the energy and talent of the Search Committee. They are talking through their priorities in terms of process. It is clear they want to take time to gather feedback from the faculty at large for the development of the leadership profile. This profile is the long-winded summary statement of what UNC Asheville is looking for in their next Provost. The chosen consultant firm will return the first week that school reconvenes after winter break (week of January 15) to hold more listening sessions with the campus.

Chancellor Cable thanks the faculty for supporting the Common Grounds sessions. There were two sessions on Budget and Finance. There was also a session on Advancement. All of these sessions were well-attended.

In January, there will be at least one session, and perhaps two, on Admissions and Financial Aid. It has been suggested to hold a session on Academic Affairs during the spring semester.

Chancellor Cable has been asked to summarize the key broad themes she heard in her listening sessions. She held eleven sessions during this fall semester. The average attendance was 12 with as small as nine faculty members and as large as 15. She has heard a few very important themes, which the Provost and the Faculty Senate Chair has asked her to relay these themes during the Faculty Meeting next week.

Finally, the Chancellor wanted a chance to clarify today to the entire Faculty Senate misconceptions that transparency regarding the budgetary items may have created where the community may feel we are in crisis or a dire fiscal situation. Chancellor Cable wants to assure everyone that we are not in a crisis budgetary situation. We are in an unfortunate situation due to the headcount being down 90 students. The Chancellor gave a budget summary to Faculty Senate.

Questions:

Ashley Moraguez asked for the definition of a budgetary crisis. Chancellor Cable said that means when running in the red and do not have enough from either the general funds that we receive from the state or from the spend off of our trust funds to be able to cover all of our financial aid, salaries, benefits and programs.

Ken Betsalel asked if the renovation of Owen and Carmichael figure into the overall financial picture. Monies for those projects are in part coming from R and R monies (Restoration and reparation/renovation monies from the state). There is nothing in our current budget regarding those. There were preparation monies spent in the last fiscal year on design where faculty was consulted. Clifton Williams confirmed that these are covered by the money given through the generosity of the legislature directly providing a special appropriation. Chancellor Cable recognized these monies came through the advocacy of Mary Grant and our legislators based off our last master planning group's recommendation to get those buildings updated.

Laura Bond explained there is a history of losing funds in the next year that a department does not spend during the current fiscal year. Are there assurances that if a department saves money in this time of economic need that their budget would stay intact in the coming years? Chancellor Cable appreciated the prudence indicated by the question. Chancellor Cable is asking for the 2020 fiscal year (July 1, 2019-June 30, 2020) that this budget will be developed by an advising committee made up of members from Senate, administrators, and other representatives including students.

In regards to Professor Bond's question although it is clear that a comprehensive fundraising campaign is needed, Chancellor Cable is urging departments to spend these monies to sustain the academic quality of the institution. Now if the headcount of students is lower next semester, then of course that is a different answer for a different situation. For right now keep the academic quality of the institution as high as we can afford it to be.

Ken Betsalel asked if the Dogwood Trust been created and the Chancellor said it has not. The Dogwood Trust would be created from sale of Mission Hospital. When the hospital does becomes for profit, the law requires money to be given away each year for the purpose to improve the healthcare in Western North Carolina. Chancellor Cable hopes we will received one of their grants at some point as well as our opportunity to provide the intellectual capital to help them do their grant-making well since we have so many contacts through our Health and Wellness Center and faculty research / relationships like MAHEC.

Chancellor Cable closed with a note of gratitude to the faculty for the leadership they have provided for her in this first semester. She is also grateful for all the work that faculty do above and beyond in support of students by addressing the early indicators of student withdrawal. She is grateful for the advice and counsel to her as we launched a first step in shared governance and a much larger step in transparency.

IV. Academic Policies Committee Report: Professor Laura Bond

[Decision Summaries](#)

***First Reading:**

[APC 8:](#) Add new courses: NEUR 410, NEUR 490, and NEUR 499; Change description of

NEUR 480;

[APC 9:](#) Update the narrative for the Neuroscience minor; Update the electives for the

Neuroscience minor
(Angel Kaur, NEUR)

[APC 10:](#) Change the titles of ECON 305 and ECON 306

[APC 11:](#) Change offering frequency for ECON 314 and 355

[APC 12:](#) Delete ECON 230, 310, 330, 360, and 367

[APC 13:](#) Add new courses: ECON 317, 331, and 338
(Robert Tatum, ECON)

Professor Bond will be sending out an email to the faculty to remind departments to get final edits to Alicia Shope by January so APC review them in late January/February. APC is reserving March to work on the AP Policy documents to make sure they get into the pipeline on time. Although APC will make a good effort to process all submissions, due to this added work from the state regarding the AP Policy, a priority will be given to those that were submitted to Alicia Shope by the deadline noted in the APC Procedures.

If there are questions or issues in the first reading documents, please contact Laura Bond so she can arrange for APC to address these before second reading.

Second Reading:

[APC 6:](#) Add new course, SOC 405, Sociology Internship Project, making it an option for the Sociology major capstone/competency requirement
(Marcia Ghidina, SOC)

[APC 7:](#) Update credit for Advanced Placement Computer Science Principles Exam
(Marietta Cameron, CSCI)

Professor Bond relayed that APC docs passed both of these documents unanimously. There was no request from the floor to unbundle these documents. No discussion. A motion was made to accept APC 6 and APC 7, which was seconded. APC 6 and APC 7 passed without dissent.

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

Second Reading:

[FWDC 3](#): Dissolving the Library and Instructional Technology Committee

A motion was made to accept FWDC 3, which was seconded. No discussion. Senior Lecturer Judy Beck wanted to thank Leah Dunn for her help with this document.

FWDC 3 passed without dissent.

For those who may wonder about the other document that was up for first reading in December, Judy Beck relayed that FWDC 4 has been tabled due to good conversations with various faculty. She appreciates the input that people have given to FWDC. The experience of this has shown her the value of the first and second readings system that Faculty Senate has.

Update on Compensation Task Force: Senior Lecturer Judith Beck

The task force is in the process of getting data and they will meet tomorrow (December 7) to begin evaluating this data.

Listening Sessions Final Report: Senior Lecturer Judith Beck

The final report can be found on the Faculty Senate website. Please read over it. The COACH and employment engagement results have already gone out to FWDC.

IREP has put together a great triangular report on all three of these data sets that has allowed FWDC to discuss implications. She thanks Amanda Werts and Allie Ellenbogen from IREP who did the reporting from the COACHE survey and the triangulation report. The Provost Office should be sending an email within a few days regarding these. There will be a Provost Forum early in the spring where faculty can discuss these. These reports are already guiding FWDC in their work.

Chancellor Cable relayed that they wish to distribute these materials to the Provost Search Committee by way of background in shaping the real issues at hand.

Micheal Stratton thanked both last year's and this year's FWDC work on these listening sessions and the final report. He feels this report will guide policy making in the months and years ahead.

- VI. Institutional Development Committee Report: Professor Ken Betsalel

Professor Betsalel relayed the following regarding IDC's current work:

1. Masters Programs Protocol – this is really important for future Senates and IDCs so we know what standards to use when they are evaluating proposed masters degree programs. Thanks to Lisa Sellers, all the previous documents have been gathered, which he reported last time. IDC hopes to have something to present in the spring semester.
2. MPH Program Update – IDC is in a unique position where they do want to be involved without micromanaging the development of this proposed program. They do want to be involved for they do have important contributions to make in the development of that program. As IDC Chair, Ken Betsalel has been in communication

with Amy Lanou and it appears to be moving through the process. The MOU has lapsed, but Chapel Hill says that the MOU is not necessary and we can continue under existing arrangements. Provost Peterson added an update that she has signed a MOU yesterday that Amy Lanou will deliver to Chapel Hill tomorrow to collect their signature. This is a basic MOU that says we agree to work together in good faith on this project. The reason Chapel Hill did not believe we needed a MOU for they believed we have been working in good faith. Professor Betsalel is pleased the MOU has been signed and so we are in good shape to make sure this proposal gets a good, fair hearing and for that to happen IDC and Senate has to be in communication all along the way.

3. Administrative profile – IDC has been working on looking at data on the number of administrative staff in academic positions. They have received a lot of good data. They are also looking at various administrative charts from this university and other universities. We are beginning to put the two together. This has taken a lot of work and luckily, IDC has some very smart colleagues who are helping to integrate that material. They hope to have something to Senate sometime in the next semester. They are working on a collaborative profile of our university and how it compares to other universities in terms of the ratio of faculty to staff positions and professional positions to get a sense on where we are.
4. Master planning – It is important for faculty to have opportunities to provide input on the future shape of the university. This will improve the communication between the committees: IDC, Master Planning Committee and the Faculty Senate. He asks that we are mindful of the faculty cycle of when are the best times during a semester to ask faculty to participate. We need to give proper notice so faculty can attend these important sessions. Hopefully, IDC can have some projects to address this master plan since it is so important to our future.

Chancellor Cable relayed that this week we have implemented an early alert system to warn us of enrollment problems since we now have to stay on top of headcount. Refinement will be needed, but the system was implemented yesterday. The system is from Michael Gass, Steve McKellips, Karin Peterson and John Pierce's good work.

Professor Betsalel praised Chancellor Cable for her report today that addressed so many questions IDC has had the past semester. Professor Betsalel concluded that from his experience the chancellor has been the most forthright and direct in terms of communicating with the faculty from a chancellor of his knowledge and he appreciates Chancellor Cable as well as the work of Provost Peterson for their filling faculty in on the activities that are going on.

VII. Administration/Academic Affairs:

Provost Karin Peterson

Provost Karin Peterson introduced a new hire Brad Petitfils who is the new Senior Director of Advising and Academic Success. He comes from Loyola University in New Orleans. He has a strong commitment to the liberal arts and has a willingness to ask questions about why we do that. He has already started a new initiative with the help of Student Affairs. In addition to connecting 300 students with success coaches this semester, they are also inviting up to 60 students to participate in a new initiative called Spark where they participate in a new seminar

where they pay attention to our second semester freshmen. This is an opportunity to address our retention as well as supporting students demonstrating a motivation to succeed. She is very pleased he has stepped up with that and looking for people to be bridges to him and invite faculty to get to know Brad to figure out ways he may be useful to you. Senate welcomed him with applause. The director relayed he is ready to do a case statement for funding raising when the chancellor is ready.

Provost Peterson also relayed that Michael Gass has worked tirelessly with IREP and Lynne Horgan to help us get a better grip on the enrollment side in terms of retention and she is very grateful for that work. She is very grateful for the many initiatives we are attempting such as the early alert participation mentioned at the last meeting and the Admissions Discovery Day where 500 people showed up. The feedback was that students and their families felt intimately connected with us). Provost Peterson also thanked Patrick Bahls for making visible the opportunity of joining the Honors Program after a successful first semester of their freshman year. These initiatives help develop student investment in their education here at UNC Asheville.

They gathered a group, which included faculty, to make a more formal process regarding the possible snow on finals week. An email will go out shortly regarding the decision on how to handle this. The major concern about Monday that Vice Chancellor Haggard relayed is that it takes time to clear snow from this campus when there are significant accumulations. The crew begins at the student residential areas and work towards the dining hall so students have a way to go to eat. Then they move to the academic areas. They are not sure with the timing of the complete clearance of snow for students and faculty/staff to be accessing the academic areas. They do believe the campus will be ready for commencement at the end of the week. Micheal Stratton thanked the Provost for consulting with faculty in the developing a plan for next week.

VIII. Old Business/New Business

IX. Adjourn

Micheal Stratton adjourned the meeting at 5:33 p.m.