

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE MINUTES
March 7, 2019; 3:15 pm
Red Oak Conference Room

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

Excused Members: S. DiPalma, A. Dunn.

Visitors: N. Cable, S. Broberg, B. Butler, M. Cameron, M. Davis, I. Green, B. Haggard, B. Hart,
L. Hewitt, H. Holt, L. Horgan, A. Irvin, A. Jones, J. Konz, J. Pierce, J. Pisano, A. Shope,
W. Strehl, D. Traywick, A. Werts, C. Williams.

I. Call to Order

II. Approval of Minutes: January 31, 2019, 3:15 p.m.
Minutes passed without dissent.

III. Executive Committee Report: Professor Micheal Stratton
Senior Lecturer Judy Beck received congratulations for her recognition at the 2019 NC Science Olympiad for her 17 years as Regional Director. Associate Professor Peter Haschke and Lecturer Ann Dunn were congratulated for their Alumni Awards. Peter was awarded The Order of Pisgah Awards for Alumni Achievement and Ann was awarded The Alumni Distinguished Faculty Award.

The University Budget Committee and the Chancellor will announce next week the composition of that committee.

Update on the Provost Search. The search committee met yesterday and confirmed their semi-finalist pool. In March, they go to Charlotte for airport interviews where they will conduct 12 interviews at the airport and 5 Skype interviews.

Update on Master Planning. Professor Brian Butler reported that the Master Planning Committee have finished the information gathering phase. The Steering Committee has created an additional master planning committee comprised of Senior Staff and two IDC members to give added feedback to the committee. Chancellor Cable has encouraged them to think big. She believes we are so use to settling for small ideas. She encourages the community to think big. Professor Ken Betsalel gave an idea of a big idea would be to provide housing for faculty and staff.

Professor Betsalel also reported that he, Patrick Bahls, and Sonya DiPalma attended the special input session and were impressed with the level of interest the architects had for our school.

The Master Planning Committee would love to have as much faculty voice as possible. Dr. Stratton asked if there could be more advance notice so the Senate could advocate for more

attendance by faculty. Provost Karin Peterson brought up that master planning is about more than physical space but also the meaning of that space. It is also about culture, work life and educational environment, and faculty have to speak up about academic priorities.

Student Government:

Isaiah Green for M. Davis

SGA is working on their elections for the next academic year. They hope to have the new administration ready to install by April 1. They will let Senate know the results at the next Senate meeting.

Staff Council:

Chair Brian Hart

Staff Council recently held a Staff Appreciation Night at a basketball game. They hope next year to combine the faculty/staff event on the same night. Staff council is also preparing to hold their first elections and hope to open the nomination process up in less than a month from now.

Faculty Assembly:

Associate Professor Marietta Cameron

In February, Nancy Ruppert, Lisa Sellers, and Associate Professor Cameron attended the Faculty Assembly meeting downstate. Professor Nancy Ruppert attended the Senate Chair's meeting for Professor Stratton.

The theme of the Faculty Assembly meeting was shared governance as seen in the [Executive Summary](#). One disappointing revelation is Faculty Assembly members are not given the opportunity to make corrections to the Executive Summary.

Faculty Assembly is concerned about support systems for faculty and staff in the realm of health and mental wellness and will begin looking at this matter across all 17 institutions.

Kimberly van Noort, UNC System Senior Vice President for Academic Affairs and Senior Academic Officer, asked Faculty Assembly for suggestions of their needs from the system office. Faculty Assembly asked for training for their Department Chairs as well as Shared Governance training for faculty to develop leaders among the faculty ranks within the institutions.

UNC System President Roper talked about faculty compensation and the challenge to reward the bright new faculty so they are not lured away while rewarding the loyal faculty who stay as well.

President Roper agreed racism is a societal issue that should be addressed. A cohesive understanding of Institutionalized Racism is needed. In this work, campuses are encouraged to presently utilize their time encouraging civic participation in voting. UNC Asheville's SGA officers and students have done great work in this area for many years. Associate Professor Cameron expressed there is an opportunity for UNC Asheville to show leadership in the work to dismantle institutional racism by passing the Sense of the Senate that Patrick Bahls will present later in this meeting.

Faculty Assembly will be electing new officers at their next meeting.

Associate Professor Cameron relayed receiving email from a fellow faculty member in the UNC system regarding NC legislation requirements to vote using a UNC System college id. The deadline for schools to be in compliance is March 15. Shannon Earle and Clifton Williams are working on this for UNC Asheville. There is a proposal to the legislature requesting an extension beyond March 15.

Senate Chair Micheal Stratton congratulated Associate Professor Cameron on her re-election to Faculty Senate.

[Decision Summaries](#)***First 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 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 41](#) Application for Exception of the UNCA Credit Cap Policy
(Cheryl Alderman, Linnea Linton, Mahmut Reyhanoglu, ENGR)

Second Reading:

- [APC 14:](#) Add LIT 363 and RELS 342 to the list of electives for the Minor in
American Indian and Indigenous Studies
(Trey Adcock, AIIS)
- [APC 15:](#) Change course requirements in the Arts Management and
Entrepreneurship (AME) major concentration and minor within
Interdisciplinary Studies
(Laura Bond, AME)

A motion was made to accept APC 14 and APC 15. The motion was seconded. No discussion. APC 14 and APC 15 passed without dissent and 2 abstentions.

- [APC 17:](#) Academic Calendar 2020-21
(Lynne Horgan)

A motion was made to accept APC 17, which was seconded.

Discussion: Upon hearing from faculty at large, APC felt it was important to keep a full reading day and start the semester on a Monday. APC 17 passed without dissent.

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

First 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

Second Reading:

[FWDC 5:](#) Establishment of the Writing and Information Literacy in the Disciplines Advisory Committee (WILDAC) [Appendix 1](#)
Addition of Faculty Handbook Section 10.4.38

Senior Lecturer Judy Beck thanked Jessica Pisano and Amanda Werts for their work with FWDC on the FWDC 5 proposal. A motion was made to accept FWDC 5, which was seconded. No Discussion. FWDC 5 passed without dissent.

[FWDC 6:](#) Student Feedback on Instruction
Revision of Faculty Handbook Section 3.3.3.1.1

Senior Lecturer Beck thanked the Student Feedback on Instruction Committee. FWDC is so appreciative of the work this team has done. Professor Nancy Ruppert reported she attended a conference where faculty were interested in our new evaluation instrument and asked Professor Ruppert for copies to share with their institution.

A motion was made to accept FWDC 6, which was seconded. No Discussion. FWDC 6 passed without dissent.

[FWDC 10:](#) Sense of the Senate: Adding question to the Student Feedback on Instruction form

Senior Lecturer Beck explained that the Faculty Handbook asks Senate to endorse the evaluation instrument. The instrument itself is not part of the Faculty Handbook. FWDC reviewed and felt the addition to the instrument should be reviewed and endorsed the same way last year's instrument was approved through a Sense of the Senate.

A motion was made to accept FWDC 10, which was seconded. No discussion. FWDC 10 passed without dissent.

Update on Compensation Task Force. Senior Lecturer Judy Beck and Dean Konz reported that the task force reviewed quite a bit of area data. They appreciate fellow member Mark McClure's graphs to illustrate findings. Dean Konz explained that the cost of living data has been a challenge. Senior Lecturer Beck says the task force hopes to present the report on time as noted in their charge from the Faculty Senate.

Senior Lecturer Beck concluded her report by thanking Provost Peterson for sponsoring as well as all faculty who attended the Provost Forum on the results of the FWDC listening sessions. Professor Stratton thanked FWDC (both past and present FWDC members) for their hard work on holding these listening sessions and then compiling the feedback.

VI. Institutional Development Committee: Professor Ken Betsalel
[IDC 2:](#) Criteria for Graduate Master Degree Programs

Professor Ken Betsalel invited senators to look at the discussion of the [minutes from November 29, 2007](#) as additional background information as they consider passage of IDC 2.

IDC is waiting for the next submission of MPH documents from Amy Lanou who is awaiting word from downstate regarding whether their Request to Plan has been approved.

IDC is also reviewing two certificate proposals in March: a Sustainability Certificate and a Certificate in Applied Social Sciences. They are also working on an administration profile to show their initial findings before presenting to the Chancellor and the Faculty Senate. They hope to do this at the April meeting.

VII. Administration/Academic Affairs: Provost Karin Peterson

Provost Karin Peterson said an email will go out to Department Chairs and Program Directors about who received non-tenure positions. There were only 26 slots available and over 40 requests were made. Provost Peterson thanked the three deans as well as Melissa Burchard, Linda Cornett and Judy Beck for their hard work and advice. The decisions were made with great gravity and care. The Provost also thanked the FWDC for the Provost Forum they led noting these are the kind of conversations faculty need to have. Regine Criser, Patrick Bahls, Jessica Pisano and other faculty over the prison program are presenting at the next Provost Forum.

The state has seen the need to look more strategically at how summer school can help students graduate on time. UNC Asheville does not want to miss out on this opportunity and is working on this. They would like to see key courses offered in the summer that will help rising seniors to catch up and graduate on time. The Provost will be meeting with faculty to reimagine the jumpstart.

VIII. University Matters: Chancellor Nancy J. Cable

Chancellor Cable wanted to go over some items that we are working on over the past 7 months that may indicate priorities for us over the next two years to revitalize UNC Asheville. She has a lot of ideas around our university's revitalization, but the first and foremost priority is to add new lines of revenue to get away from the notion of being in a culture of scarcity. She wanted to share these as an opportunity to gather feedback from the Faculty Senate.

Chancellor Cable reported that while we are looking for the next Vice Chancellor of Advancement that we will go ahead in the planning of the first comprehensive capital campaign that will fund academic programs and financial aid for students. She wants to come together in some roundtables or town halls where we think creatively about gift opportunities we can take to donors to raise as much as we can between now and 2030. The Advancement Center staff members are working very hard in preparations for this work; however, they nor any of us can do this alone. Everyone across the campus will need to be engaged in these very robust conversations

and together discern the most important needs of the organization going forward. Comprehensive campaigns last seven to eight years. The first two to three years we try to raise 50% of our goal. This is called the private phase, and the Chancellor anticipates this beginning sometime in late fall. For faculty, this is the time to bring forth your big ideas such as a Center for Global Engagement, which allows faculty and students to study away and return here. Do we want more international students on campus and what do we want to do to allow them to be a part of our research agendas? So asking these big questions and speak to big ideas is the goal – these ideas might not be immediately funded, but this is the time to bring some of these ideas to the floor.

In regards to the search for the Vice Chancellor of Advancement, they have completed the leadership profile draft today. They will post it no later than Monday. The Chancellor can't emphasize enough the need for a senior person who has actually led a comprehensive campaign at an institution of academic quality. Again, we have a good search council in the governing boards and their President is working our search.

Chancellor Cable's leading concern, along with faculty salaries, is student enrollment. In regards how to increase student enrollment, Chancellor Cable said we are returning to every high school of any academic strength in the region, not just the state. This year, we focus on reaching high school juniors who will arrive to the campus in Fall 2020 since the class coming this fall has already been chosen. We need to return to what we know we have in the market that is distinctive, not only are we small and a liberal arts university, we need the stories of the student experience in the classroom, the undergraduate research experience, what students are doing after graduation, and how our students are providing service this community. Sarah Humphries National has returned to Admissions to head up this turning back to relationship recruitment to be in connection with our communities to guide students and parents. They hope this will increase the size of our student body, grow our student readiness, and build a stronger more diverse student body.

The Provost Search Committee and its advisory taskforce have been hard at work. The search council has produced a pool of 137 applicants for the provost position. The applications are being thoroughly read and reviewed to decide who will be chosen for interviews on March 17 and 18. Although not as racially diverse as she hoped it would be, she is pleased with the pool. She is pleased with the progress and she will keep Senate posted although it is a confidential search.

Regarding shared governance, the common grounds sessions have started a new era where faculty and staff feel empowered to ask for information as well as to clarify their understanding about data and rumors. Great work is also being completed by the three Senate subcommittees – the Faculty Welfare and Development Committee, the Institutional Development Committee and the Academic Policies Committee. She hopes to continue to work with Faculty Senate in a shared governance way.

Senate will be invited to work together with her regarding Title IX practices review. Professionals within higher education are being invited here for three days to work with us. They will relay their knowledge of the best practices in Title IX that provide quality welfare for our employees. She believes those dates are April 3-5.

Chancellor Cable has recognized the need for UNC Asheville to come together as a community to address the many forms of bias including racial bias. She is gathering a group of voices around revamping our approach to inclusion and diversity. The goal is to do some preplanning this spring and summer with the expectation to enact the plan in the fall.

IX. Old Business/New Business

[FS 1](#): UNC Asheville Senate Resolution on Institutional Racism Professor Patrick Bahls reported that this was written in consultation with a number of faculty in response to last month's Faculty Assembly report where Associate Professor Marietta Cameron called upon UNC Asheville to be a leader in the UNC system. A motion was made to accept FS 1, which was seconded.

Professor Cameron expressed her appreciation to Professor Bahls for his response and willingness to bring this before this body. She hopes this brings conversation even uncomfortable ones for acts of bias especially racism hurts and is very painful to those who are the targets of bias.

FS 1 passed without dissent and 1 abstention.

X. Adjourn

Professor Stratton adjourned the meeting at 5:24 p.m.