

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE MINUTES
November 1, 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, C. Oakley, A. Rote, N. Ruppert, A. Wray, K. Peterson.

Visitors: N. Cable, S. Broberg, M. Cameron, M. Davis, I. Green, B. Haggard, B. Hart, M. Harvey, B. Lundgren, J. Pierce, A. Shope, W. Strehl, G. Voos, C. Williams.

I. Call to Order and the Approval of Minutes: October 4, 2018 3:15 p.m.
Minutes approved without dissent.

II. Executive Committee Report: Dr. Micheal Stratton
Update on the Provost Search: Chancellor Nancy Cable
Chancellor Cable thanked Dr. Stratton for his report to the Board of Trustees, and the Chancellor said she was going to send out [a Board of Trustees Meeting Update to the UNC Asheville Community](#) in the spirit of transparency.

Chancellor Cable was also thrilled with the turnout for the [naming of the Mullen and James Humanities Hall Ceremony](#). This is a high point of her time so far to honor such courageous and longstanding faculty.

Chancellor Cable also thanked faculty who were able to come to the [African Americans in WNC Conference](#) that Dr. Darin Waters and a number of faculty organized.

Chancellor Cable recognized the capable work that Dr. Karin Peterson has put into the Provost position the past year.

Regarding the Provost Search, this will be the first time since 2007 UNC Asheville has entered the marketplace to search for the senior academic leader.

Chancellor Cable is continuing the Chancellor listening sessions where she asks these questions of faculty:

1. What are the skills and qualities we are seeking in our next Provost?
2. What are the major academic needs for fundraising to strengthen academic programs?

Chancellor Cable would like to bring the results of the Chancellor listening sessions to Senate sometime in the Spring 2019 semester. The Chancellor's Office and the Faculty Senate Executive Committee are also launching the [Common Grounds Sessions](#) to give the UNC Asheville faculty and staff information about Budgets and Finance, Advancement, and Admissions and Financial Aid.

Regarding the Provost Search. Chancellor Cable has consulted with Dr. Stratton, the Senate Executive Committee and the Senior Staff. Attention to process is very important to the Chancellor. Given that Margaret Spellings is stepping down effective March 1 as UNC System President, Dr. Bill Roper was appointed Interim President. Dr. Roper is a well-established and trusted person in the UNC System. Chancellor Cable is meeting with President Spellings a couple of hours next week. The goal is to have a Provost with us by July 1. The search will be a national search. Relative to the appointment of a search committee, she asked Dr. Stratton to consider a process where the Faculty Senate would elect or appoint three of the six faculty members on the

search committee. The Provost Search Committee will have no more than twelve people including the Chancellor: six faculty members, five other individuals and the Chancellor. She will either chair or co-chair this effort since she cares so deeply about this position as one of our major responsibilities going forward. She welcomes the faculty's advice on this. She would like the committee members appointed by the week before Thanksgiving or by Monday, November 26, so the search committee can interview the two to three search firms and work on a position description. They would like to post a position description by early December. They would hope to begin reading resumes the first week of February. The process will be confidential yet open to allow candidates to engage the community through use of the confidential agreement. On-campus interviews would begin in March with hopes to conclude the search by May.

Chancellor Cable brought [copies of the last profile used in the 2007 Provost Search](#).

Dr. Stratton said that the Senate Executive Committee would meet after the Senate Meeting to discuss the process to elect the Senate-appointed Search Committee members.

Questions:

Dr. Peter Haschke asked about the criteria that Chancellor Cable would use to appoint her three faculty to the Provost Search Committee. Chancellor Cable said that her criteria is persons who are positive about the institution. She also asked in the listening sessions those who were interested and so she has a group of five or six faculty who have stepped forward during those listening sessions. She will pay attention to diversity across disciplines and divisions as well as tenured and untenured experience.

Historically, faculty had a slight majority on the Provost Search Committee where a faculty member and a Board of Trustees member were co-chairs. Dr. Stratton wanted to acknowledge having the Chancellor chair or co-chair will send a strong signal to candidates regarding the importance of the position and is a good strategy.

Dr. Betsalel asked a clarifying question in regards to her listening session questions. Is the question regarding fundraising a signal that fundraising is part of the criteria for the Provost position? Chancellor Cable said that they would be expecting the new Provost to be a senior academic leader who is visionary and will move us forward to build our capacity and who will be an advocate for academic programs, faculty salaries and faculty well-being.

Professor Bond enjoyed the listening sessions and encouraged colleagues to sign up and go to a session.

University Planning Council (UPC):

Dr. Ken Betsalel

Dr. Betsalel said after November 6 that he would have a full report.

Student Government:

President Michael Davis

SGA continues to raise up concern about the AP Credit so that students can receive credit without missing the foundational material of their major. Brian Hart and Micheal Stratton are going to be reporting to SGA meetings like the SGA President gives reports at the Senate meetings.

Staff Council:

Brian Hart, Chair

At the last Staff Counsel Meeting, Brian Hart was elected Chair of Staff Council. Staff Council will be submitting a strategic plan to the Chancellor. They are also preparing for Spring Staff Council Elections. At Staff Assembly, they are working on paid parental leave for staff and gathering ideas from across the UNC System.

Faculty Assembly:

Dr. Marietta Cameron

On October 19, Dr. Robert Bowen attended for Nancy Ruppert along with Dr. Marietta Cameron and Administrative Assistant Lisa Sellers. Dr. Cameron attended the Senate Chair Meeting for Dr. Stratton. There was a presentation regarding Employee Assistance Program (EAP) where there was an announcement that two schools did not have EAPs – one was UNC Asheville. Lisa Sellers passed Dr. Cameron a note saying UNC Asheville did have a Faculty and Staff Assistance Program (FSAP) through Humana with website link and Dr. Cameron made an announcement to that effect to the assembly. This year the Faculty Assembly distributes an Executive Summary of their meetings which will be included in the Faculty Senate minutes along with Dr. Cameron's report. [October's meeting Summary](#) is included.

III. Academic Policies Committee Report:

Dr. Micheal Stratton

[Decision Summaries](#)

***First 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)

Second Reading:

[APC 1:](#) Retitle HUM 414 and revise the course description (Brian Hook, Marcus Harvey, Humanities)

[APC 2:](#) Add new courses, CCS 681, ECS 681 and ENG 681 to the MLAS curriculum (Gerard Voos, MLAS)

[APC 3:](#) Rename the Department of Physics to the Department of Physics and Astronomy; Move the catalog listing for the Astronomy minor into the section for Physics (Randy Booker, Britt Lundgren, Physics)

[APC 4:](#) Delete Health and Physical Education Licensure from both the Department of Education and the Department of Health and Wellness

[APC 5:](#) Remove the MATH/STAT course requirements for Math majors under Middle School requirements (Nancy Ruppert, Education)

Dr. Stratton asked if a Senator would like to pull a document from the bundle to be considered separately. Professor Laura Bond asked to pull APC 2 for a clarifying question.

A motion was made to accept APC 1, APC 3, APC 4, and APC 5. The motion was seconded. No discussion. [APC 1, APC 3, APC 4, and APC 5 passed without dissent with 1 abstention.](#)

Professor Bond asked a question regarding the impact statement in APC 2. Since the program is adding 3 new classes, will the current faculty resources manage these additional courses without asking for additional teaching lines? Dr. Gerard Voos said APC 2 is about asking permission to use prefixes already in use for courses already in use. Not adding courses but

utilizing prefixes. Professor Bond asked, "Can current faculty cover these without any request for additional faculty lines?" Dr. Voos answered, "Yes, they can." Area Dean Herman Holt confirms and supports this document.

A motion was made to accept APC 2, which was seconded.

APC 2 passed without dissent and 1 abstention.

IV. Faculty Welfare and Development Committee Report: Senior Lecturer Judith Beck

[Decision Summaries](#)

***First Reading:**

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

[FWDC 4:](#) Revising the International Programs Advisory Committee

FWDC Listening Sessions Report: Senior Lecturer Judith Beck

FWDC Chair Judy Beck gave a brief report on the highlights of the FWDC listening sessions conducted in the Spring 2018 semester. Dr. Beck thanked Dr. Lyndi Hewitt, FWDC Chair 2017-18, for her work in creating the report that she shared with FWDC. FWDC will be looking at the report more carefully along with the Employee Engagement and the COACHE surveys to construct some action steps moving forward.

The five main areas of appreciation and satisfaction among faculty:

1. Colleagues and Collegiality
2. Autonomy in Teaching and Innovation
3. Quality of Our Students and Faculty Enjoy Working with Our Students
4. Our Liberal Arts and Interdisciplinary Culture
5. Support from CTL, Faculty Mentoring and Shared Governance

These are consistent with COACHE survey results.

The areas of concern and dissatisfaction:

1. Faculty Workload (not just in teaching but in service and scholarly activity as well)
2. Transparency and Constancy
3. Climate on Campus
4. Salary and Benefits versus Cost of Living
5. Diversity and Inclusion

The good news is that EC and the Chancellor are already moving on actions to address some of these concerns like the Common Ground Sessions and an invitation to Senate EC to attend Senior Staff meetings. The Task Force on Compensation that will be looking at cost of living and salary/benefits is well underway.

Dr. Mark McClure found it interesting that Collegiality is a positive point while Campus Climate is a negative point. Is there an overlap in those? Judy Beck said that things that came up in collegiality were interpersonal support from colleagues in their department and colleagues who are co-teaching. The climate issues were broader and arose more in the listening sessions attended by faculty of color and women where there are issues of micro aggressions and inequity in service assignments.

Dr. Peter Haschke asked which parties were contacted regarding the changes proposed in the two first reading documents. FWDC Chair Beck said that the parties contacted were the Director of International Studies (Dr. Agya Boakye-Boaten), Chair of Languages and Literatures (Dr. Elena Addell), Director of Study Abroad (Bonnie Parker), and Director of International Students Services (Robert Straub).

Update on Compensation Task Force:

Senior Lecturer Judith Beck

The task force has met a couple of times and they are plowing ahead to gather data. The Faculty Senate representatives to this task force are Judy Beck (FWDC) and Mark McClure (IDC).

V. Institutional Development Committee / UPC Reports:

Dr. Ken Betsalel

Masters of Public Health Proposal Update. Amy Lanou, Provost Karin Peterson and Ken Betsalel met with Kim Van Noort, Vice President for Academic Programs and Instruction for the UNC System who oversees the MPH through the system process. This was a very productive meeting where they learned there is more flexibility in timing than was originally thought. Dr. Betsalel has asked Amy Lanou for an update on the MPH proposal status. IDC would like to continue to be in the process as part of shared governance so the Faculty Senate can stay informed and the proposal on track when it comes through Faculty Senate. Dr. Lanou said the UNC Asheville team has met and been in communication with the Dean of Academic Affairs for the Gillings School and they are engaging them in the process of negotiation. They are also talking further with Todd Nicholay and the institutional research teams from Gillings and MAHEC. The team is working on a draft timeline and an establishment document. Dr. Betsalel asked about the status of the Memorandum of Understanding (MOU). Provost Peterson believes there is a draft MOU in her mailbox that just came in today, and she has not had a chance to read it.

Master Degree Program. IDC is now honing in on the criteria for future masters proposals process and protocols. They have collected the relevant documents and are working on an orderly proposal to bring before the Faculty Senate to consider an official document of record going forward instead of having to go into the archives with the help of Ms. Sellers each time. They hope to bring this forward sometime early next semester.

Employment Profile of the Administration. Michael Gass of Institutional Research has been very helpful with providing data so IDC can systematically look at the responsibilities various units have and the work they do. They are currently working on a list of the most appropriate questions to ask of this data. This is a sensitive issue dealing with faculty/staff morale and employment. They want to do this work in a thoughtful way.

Dr. Stratton made a point that the work IDC and FWDC have right now is important work that will inform senior staff as well as faculty and the new provost. This work where staff and faculty can work collaboratively and not in silos can be used in a productive way.

VI. Administration/Academic Affairs:

Provost Karin Peterson

Provost Peterson started her presentation with two big thank-yous to share. She wanted to thank all faculty for being engaged advisors during the open preregistration period. It really matters to the students, and Provost Peterson understands the workload involved as she has carried heavy advising loads herself. She also wanted to thank everyone who was involved in the Discovery Day, which is the new open house format taking place a week from Saturday. She hopes that they have more appropriately involved faculty in Discovery Day. A committee of faculty and staff worked over the summer to develop a program that would meet different departments where they were. Please send feedback for improvement to Provost Peterson and Steve McKellips after the event since exciting risks were taken this time.

The AP Credit discussion needs to continue. There was a video conference this week with Cameron Howell from the UNC System Office. This was a very productive conference. He went through the current draft of the policy and they are moving towards a final draft of this policy so she does not anticipate big changes at this point. There will be an email next week from Lynne Horgan, who is coordinating the process. Provost Peterson has proposed that Lynne Horgan and the Chair of APC along with Harold Thomas, who is the Institutional Research Person supporting the data needs on this project, and a Student Government Representative coordinate a process that is streamlined so all will know what each unit is thinking about. She would like to see some consistent thinking across campus to develop a philosophy around this rather than sporadic or individual autonomous silo thinking. Presumably, this ends up as a conversation in APC. Provost Peterson is not trying to circumvent APC or Senate processes; however, she does want faculty to be responsive to students' concerns in this process. She wants efficient decisions about what kind of data that will be produced in the void of the ability to produce the data that is not available. For instance, if a department is not currently awarding 3s, then they do not have data regarding how 3s perform. She is looking for APC to come up with an acceptable, but not elaborate, standard of evidence for this year so the evidence is meaningful and manageable. Provost Peterson also would suggest that APC have a placeholder in their meeting schedule for early January since this not only goes through Faculty Senate but also the Board of Trustees and there are deadlines that have to be adhered to going forward.

There are a number of retention initiatives going on where faculty are asked to participate such as the academic alerts for freshman-level / 100-level courses. She is pleased to report that ***the participation rate of faculty of was over 90%***. Provost Peterson is very pleased about this and thanks faculty for their work.

They also have reassigned a staff member who has academic case management experience to the Academic Advising Office for the remainder of the semester. The staff member will be contacting students who have not registered by the time preregistration is over. They will also contact students with multiple academic alerts and see if they need additional support. This staff member is a communications person who will help students find the resources they need. At the end of the semester if this makes a difference, then the Provost may continue this in the spring. Provost Peterson is very excited about this.

They are almost finished with the search for the Senior Director of Advising and Academic Success. There was a very strong pool of candidates for this position as well as for the Associate Director position. They are screening that pool and moving forward as quickly as possible to have both on staff in January.

They have three grants in process to get additional funding for second semester freshman and sophomores to help with retention of students in their middle academic years.

Karin Peterson enjoys her work of Provost most days. She sees her role as clearing the way as much as possible for a new fabulous Provost. She takes this work seriously and looks forward to faculty suggestions about it.

VII. Old Business/New Business

VIII. Adjourned at 4:21 p.m. to Closed Session to Elect a new APC Chair.

Result of the closed session: Laura Bond is the new APC Chair.