

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

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

Members Excused: N. Ruppert.

Visitors: N. Cable, S. Broberg, M. Davis, D. Traywick, B. Haggard, L. Horgan, J. Konz, W. Strehl, C. Williams.

- I. Call to Order / Welcome from Chancellor Cable. Chancellor Nancy Cable was delighted to meet here. In the course of interviews, she was asked why she would leave a national foundation that funds medicine, interfaith work, higher education, and public media to come back to a campus. The reason was she missed working with faculty and attending faculty meetings. No kidding, this is the only thing that could have moved her away from her foundation work. The fact we are the liberal arts and sciences designated university in the UNC System is part of the draw for her to be here. She is honored and grateful to have the chance to serve over the years to come.

Chancellor Cable has been on the job four weeks today so everything is pretty new. The crisis with our fire safety and new residence halls is moving along as well as it could be. At this point, she is learning and listening from faculty, staff and students including many alumni. This is a “high intake” time where she is just beginning to sort out what she thinks some of the issues might be that we will want to tackle together.

Chancellor Cable is deeply committed and has practiced transparency in administrative matters at her prior institutions and she will continue to do that with us. She advocated for Shared Governance when she was teaching as well as in her administrative positions. There are various conversations about what that means nationally, but it certainly means we will share information and try to understand issues and problems on the campus together, utilizing “database decision-making” so we will move incrementally to build the strength and capacity of the institution.

At some point, the Board of Trustees expects us to enter into a comprehensive fundraising effort. There has been a lot of talk and planning that indicates we may be almost ready to begin. This effort may be an opportunity to bring us some new funds for faculty needs: programs, facilities, new innovative work within disciplines, work in sustainability and environmental focus, and work in diversity and inclusion. The last thing she wants to do is to over promise and under perform. The comprehensive fundraising effort is ahead in our future, but she does not know the timetable yet.

Chancellor Cable opened the floor to questions, and Senators did not have questions at this time.

II. Approval of Minutes:

[May 3, 2018 3:15 p.m.](#)

Passed without dissent.

[The Standing Rules and Rules of Order – 2018-2019](#)

Passed without dissent.

III. Executive Committee Report:

Dr. Micheal Stratton

Sense of the Senate regarding Creation of Total Compensation Task Force:

[EC 1](#) Creation of the Task Force on Total Compensation

A motion made to accept EC 1, which was seconded.

Discussion:

This Sense of the Senate establishes the task force to continue the work started last year by Senate Chair Micheal Stratton and Staff Council Chair Josh Cavanaugh regarding total compensation. A charge was given to FWDC to form this task force from the directives and purpose that EC stated in this Sense of the Senate.

Dr. Stratton wanted to make clear the expectations of this task force. The intent is to study total compensation further with staff council. The data from last year indicated that faculty salaries are outpaced by cost of living including health care and inflation. This time staff and faculty salaries will be included in the study. The purpose of this study is to give the administration the information to advocate to those bodies who are in control of addressing these matters.

Chancellor Cable said she and the Senate Chair have spoken about this several days ago. Chancellor Cable wants to assure Senate that the Senior Staff will have strong interest and support in your work. She would like the Senators to think of the Senior Staff as partners in this. They are as curious about these issues and welcome this opportunity so they can advocate based on good information. If we are talking about organizational capacity building within this institution, how we pay, compensate and reward people for their dedicated work is of essential importance to Senior Staff as well as to the Faculty Senate.

Dr. John Brock asked how much will faculty workload be part of this discussion. Dr. Stratton said that workload would be a separate discussion. This was initiated out of concern that faculty and staff deal with increases in benefit costs as well as the higher cost of living in Asheville. These costs seem to outpace merit increases and cost of living adjustments. Workload is a legitimate concern but separate from this matter.

Dr. Kirk Boyle said that the American Association of University Professors (AAUP) met today and talked about proposing a friendly amendment to add an AAUP member to this task force. A motion was made to accept this friendly amendment, which was seconded.

Discussion:

Judy Beck wanted to clarify that the list is not exhaustive and FWDC may decide to put more than one faculty member from IDC and FWDC on this task force.

Dr. Mark McClure asked if the task force appointees are set.

Dr. Stratton said appointments are not set. The EC only listed those parties they felt should be included on the task force. As soon as this Sense of Senate passes, FWDC and EC will work together to make the appointments.

Since AAUP is a new organization on our campus, Dr. Bond asked how many faculty are members in AAUP. Dr. Boyle said they have 23 faculty members who have paid dues for the local chapter, and they elected officers for the academic year today.

Dr. Amanda Wray suggested a friendly amendment was not necessary since the Sense of the Senate states, "Other offices may be consulted on an as needed basis."

Dr. Boyle indicated that AAUP members were looking to be officially recognized as an interested group.

Although Dr. Ken Betsalel is a dues paying local and national member, he does not know whether he supports this friendly amendment. He knows of some of their advocacy work but is not sure he knows about their governance representation work. He would like to know more via a presentation from AAUP to Faculty Senate before considering this motion. [The motion is no longer a friendly amendment and a vote of Senate will be taken to decide whether the motion passes and change is made to the Sense of the Senate].

Dr. Boyle said the AAUP's two main charges are "to protect academic freedom and to promote shared governance [including compensation issues]."

Dr. Betsalel said this does not explain how AAUP works within the shared governance landscape and feels this is an important, legitimate question to consider before approving this motion.

Dr. Peter Haschke said one of the topics at the AAUP meeting today was the hope that AAUP could grow into a support system for Faculty Senate. Faculty Senate has a lot of work. With only 18 Senators, at some point we will be stretched thin and AAUP could offer another body to advocate for faculty on committees and task forces.

Dr. Ann Dunn asked how does AAUP function and what is its role at other universities. Dr. Haschke said that it varies from university to university as well as from state to state. In states that are not "Right to Work" states, AAUP has collective bargaining ability on behalf of faculty. In states like North Carolina, which is a "Right to Work" State, they are advocates for faculty. The members of this chapter see AAUP as advocacy for faculty positions. Another voice representing faculty so their voice is heard.

Dr. Betsalel made a point that he is not sure his view is the same as AAUP's on all matters. It takes time and investigation to understand AAUP's position on specific matters.

Dr. Bond said that the bulleted list we have in this Sense of the Senate is a list of either elected or appointed internal positions on our campus. To add AAUP would be to add a completely different category. AAUP is an external, self-selected group since faculty choose whether to join and pay dues. Whereas, there is the other bullet point, "Other offices may be consulted on an as needed basis," which would be inclusive to consult with AAUP.

Dr. Stratton wanted to point out that AAUP studies compensation quite regularly. The National AAUP shares data with AAUP chapter organizations and members. If this motion does not pass, AAUP could still be invited to share for AAUP does seriously studies compensation. The AAUP data could be a help to the task force. The motion to add AAUP to the list of representative groups passed 9-8.

A Senator asked if the IDC and FWDC task force members are AAUP members, might FWDC double count their membership. Judy Beck replied that FWDC would consider this in their discussions regarding task force membership since the keyword is representation so it is possible to represent more than one organization.

No further discussion.
EC 1 passed as amended 13-4.

There is a search going on for the Chief Information Officer position. Five search committee members are from the Academic Affairs/Faculty area from among: Suzanne Bryson, Brian Drawert, Leah Dunn, Mary Hall, Peter Haschke, John Myers, Wiebke Strehl, and Nancy Yeager.

The Chancellor and Dr. Betsalel are continuing to discuss moving forward with University Planning Council (UPC) to make sure faculty have participation in budget priorities and matters.

Dr. Stratton thanked the Chancellor and the Provost for providing the option of the Senate Executive Committee to attend Senior Staff Meetings on occasion by invitation of the Chancellor.

The Provost and the Executive Committee are organizing occasions for faculty to meet with the Chancellor. The Chancellor said the purpose of these gatherings is for her to learn the academic structure and to hear the faculty's understanding of academic leadership at UNC Asheville.

A Provost Search will begin in the late fall in the hopes that our new Provost will be here next July. The Chancellor would like to hear how faculty envision that position.

The Chancellor has also asked her Senior Staff to host three Common Ground Conversations (in a tutorial / seminar format) in three areas to assist in our ability to have shared governance around Organizational Effectiveness and Academic Strength of the institution:

1. Budget / Finance led by John Pierce to show what our revenue and expenses are as well as how the budget is crafted and amended
2. Admissions on how we recruit students, how financial aid factors, and how we judge our academic progress relative to the admissibility of our students
3. Advancement basics and how to work with donors in preparation for the Board of Trustees request to organize a comprehensive fundraising effort for the institution

They would like to bring the plans to Senate for their advice and approval before putting these out.

Nancy Ruppert is filling in for Micheal Stratton in the Senate Chair meetings downstate along with Marietta Cameron, Faculty Assembly delegate.

Student Government:

President Michael Davis

SGA is very excited to work with Faculty Senate this upcoming academic year. They have many items on their agenda that they will bring to Senate, and they look forward to the Senators' feedback on their initiatives. Liyah Foye, Executive of Academic Affairs, will be attending the Senate meetings with President Davis. The President's platform is one of collaboration with other organizations to strengthen diversity and inclusion of all voices across the UNC Asheville campus.

IV. Academic Policies Committee Report:

Dr. Kirk Boyle

[Decision Summaries](#)

APC met, but they have not had any documents to forward to Faculty Senate. They held preliminary discussions on the following proposed changes to policy:

- State system policy regarding accepting AP Credit
- UNC Asheville's Academic Suspension Policy

Decisions regarding these are on hold pending further research and discussion.

V. Faculty Welfare and Development Committee Report:

Senior Lecturer Judith Beck

[Decision Summaries](#)

***First Reading:**

[FWDC 1](#) Repeal SD8208S (PDLs and Faculty Senate)

[FWDC 2](#) Dissolving the Inquiry ARC Advisory Committee

**If you have questions to be addressed regarding these first reading documents, please contact Judy Beck, FWDC Chair, at jbeck@unca.edu*

FWDC have met and are looking forward to a good year together. They will be working through the data gathered from last year's faculty listening sessions and surveys, which will be presented at some point.

FWDC have two documents up for first reading. They do not appear to be too controversial, but FWDC Chair, Judy Beck welcomes concerns and questions before second reading.

[Additional Nominations to Standing Committees 2018 for Faculty Senate Approval](#)

Since the approval of the Faculty Senate nominations last May, events have taken place that required new appointments. A motion was made to accept these nominations, which was seconded. No discussion. Appointments were approved by Faculty Senate without dissent and 1 abstention.

VI. Institutional Development Committee / UPC Reports:

Dr. Ken Betsalel

[IDC Report regarding IDC 1 \(Decision Summary\)](#)

[Schematic Flowchart](#)

***First Reading:**

[IDC 1](#) Letter of Intent to Develop New Academic Degree Program in M.P.H. Master's in Public Health between University of North Carolina at Asheville and University of North Carolina at Chapel Hill (Gillings School of Global Public Health)

** If you have questions to be addressed regarding this first reading document, please contact Ken Betsalel, IDC Chair, at betsalel@unca.edu*

Dr. Betsalel reported that IDC met on August 23 and August 30. They reviewed IDC responsibilities and the Standing Rules and Rules of Order. IDC also discussed priorities for the coming year. They have introduced a Moodle site to store their work, which has been quite helpful. They have one document up for first reading, which is the Letter of Intent regarding the M.P.H. Master's degree. Along with reading IDC 1, Dr. Betsalel urges all to study IDC's report and schematic flowchart, which is quite detailed and comprehensive. He invites any questions and comments to be raised to him or any IDC Committee member.

VII. Administration/Academic Affairs:

Provost Karin Peterson

To provide understanding on the state system's change in policy regarding accepting APC Credit, Provost Peterson is inviting Cameron Howell from the System Office to meet with interested parties about both the process at the System Office and the kinds of evidence they are going to accept for exception cases. The System Office is taking input from the campuses about what kinds of evidence are producible and the procedures preferred. The System Office would rather enter into this dialogue rather than passing policy of how each campus will implement changes immediately.

Provost Peterson believes the new AP Credit Policy's intent is good, which is to increase the success and completion rate of our students while giving more students credit for completing a rigorous course in high school. There is preliminary data from the system that suggests not allowing 3s disproportionately affects students from low income families and students from minority groups. There are reasons to take serious the policy change the state brings us and to find what our right path is.

There are two open positions in Academic Advising that are crucial to our students: the Senior Director of Academic Advising and Academic Success and the Associate Director positions. There are 200 applications for the Senior Director position. There will be multiple opportunities for faculty as well as staff to participate in interactions with the candidates and give feedback. Provost Peterson cares very deeply that we get the right person in both of these roles because they matter for our students and for the work of faculty giving students support. It is very important that faculty play a role in hiring of these two important positions.

There is a very preliminary discussion going on regarding academic structure. There will be opportunities for faculty to give input. The Provost is quite aware that faculty do want to give feedback on this issue.

Regarding the position allocations, Provost Peterson is reviewing processes for both PAC and the lecturer processes. The Provost wants to have a process that makes sense and allows for flexibility. Provost Peterson is interested in the position allocation of tenured faculty lines moving faster so that departments have plenty of time to conduct their search once a position has been approved.

Climate issues among faculty end up in the Office of the Provost. She is very aware about many climate issues. She has concern about the number of those issues on her desk. It is Provost Peterson's intent to deal with these as fairly and responsibly as she can. She is very thankful for the work of Jill Moffitt and our Human Resources Department, in particular Kim Fisher, on these matters. The Provost takes these matters very seriously.

Provost Peterson wanted to remind faculty that it is a new world when it comes to the Freedom of Information Act (FOIA). The Freedom of Information Act does in fact allow email to be requested. Email is considered a public record that can be requested with due reason. Both email and the contents of the connected Google Drive are not private. General Counsel Clifton Williams confirmed the general principle is correct although there are a lot of exceptions and nuances to the policy.

Regarding faculty scholarship, Dr. Betsalel asked whether paper drafts of research are also discoverable. Should faculty send drafts via other email systems? General

Counsel Williams said that was a great question. There is an exception in the public records act for scholarly research to shield from release drafts of papers and prepublication documents.

Dr. McClure asked if this includes those who encrypt their emails – could they be compelled to unencrypt them. Counsel Williams said it does not matter the medium used if you are conducting business, that data/document could be a matter of public record. In response, Dr. Betsalel asked does this also include our cell phones. General Counsel Williams answered potentially. Betsalel asked how do we conduct conversations we wish to keep discrete. Provost Peterson answered face to face is best.

Provost Peterson stated she is not trying to make us paranoid, but what she discovered over the summer is this is not widely understood and she wants everyone to know since we are conducting business as officials of the state therefore our records can come out. However, those requesting records have to have an argument. Provost Peterson thinks these requests are a very bad sign regarding campus climate. Half of the Provost's calendar is filled with faculty relational matters, which are important. Provost Peterson will be very focused this year on the care of faculty around these types of issues. She asks for Faculty Senate's guidance in what she needs to attend to this year.

Dr. Haschke asked whether employees receive alerts that their data has been requested. Out of courtesy, Counsel Williams tries to alert the author of the email so they are not caught unawares of a third party.

Dr. Stratton suggested that more conversation is needed on this. Clifton Williams is willing to have separate sessions to go deeper in specifics regarding these issues.

VIII. Old Business/New Business

Dr. Stratton invited Sarah Broberg from Communication and Marketing to give an update on the website transition. As Special Assistant to the Chancellor for Communication and Marketing, Sarah Broberg thanked faculty for their feedback on Supernova. Starting tomorrow, they will be setting meetings with departments and programs to discuss content for the transition from the current platform to the new website. These meetings will be taking place during the remainder of this calendar year. To her knowledge, they have addressed the topics submitted thus far. If you have additional items or comments, please reach out to the webmaster.

Dr. Haschke asked whether the team considered the workload implications on faculty in transitioning from the Drupal-based website to the now WordPress website.

Sarah Broberg said there were conversations and they are having further conversations about how they can best serve faculty and what faculty need to make this transition smooth and easy as possible.

Dr. Betsalel expressed that it has been difficult to use the website especially in downloading the Strategic Plan. He wondered if we could go back to the old webserver. He also wondered why it is called "Supernova."

Director Broberg said ITS departments give projects code names and this one is named "Supernova." Supernova resides on a server called "Stardust." The last website was called "Starburst." Special Assistant Broberg said we would not be going back and encourages faculty to reach out to ITS to get help on navigation. The Strategic Plan download issue is not a webserver issue but one with the software that was used to

create the online strategic plan. She understands for she has a similar issue with that. The team is looking for a more intuitive software program for creating online magazine documents.

Speaking for many faculty, Dr. Beck said that perhaps some of the issues could have been avoided if faculty were notified that this is the server for those outside the UNC Asheville community. There seems to be difficulty on this campus regarding communication with ITS. A previous example was losing administrative privileges on our computers in an “unprepared” way. If these new best practices were explained to us then we would adapt better.

Sarah Broberg thanked faculty for their comments and agrees there were many lessons learned from this experience. Campus-wide, they did have meetings leading up to this. However, several communications to the community prior is a good idea.

Dr. Betsalel added that he does not understand why we can't have a website for external use and a website for internal use. Special Assistant to the Chancellor Broberg said that while the negative has been vocal, overall most of the feedback has been positive. The negative feedback only represents approximately 2% of the feedback they have received. Also running two separate platforms is not best practices and does not make a lot of sense. There are ways to minimize issues so she encourages faculty to please reach out to them through webmaster@unca.edu. They are here as a resource to support the campus community.

Provost Peterson made some supportive comments in that it is crucial that our webpage tell our best story to potential students. We have to be admissions-centered with what is visible to students. Potential students as well as their parents look up their interests on the website. Our website has to be state-of-the-art so other schools websites do not look better than ours do. We need the background system to work for us and she knows that is a challenge with this system but thinks it would be wrong to go back to the old system. It costs us as an institution not to be forward thinking about admissions. There will be new opportunities to highlight faculty research, teaching and so forth that will come out as the system develops and we need to be celebrating that. We need to be telling our stories.

It is hard finding things. On the old system, she could never find the latest version of the faculty handbook for there were five different versions that come up. Many times using the wrong one would have you following the wrong procedure so it is not as if we had a perfect system in the old website. In addition, we need to understand that people who are digitally focused, that website is now the front porch to our campus.

To echo that, Dr. Sonya DiPalma said she teaches a strategic communication course and they looked at the new website the first week. The students very quickly got that this was geared for those who are looking at UNC Asheville. It took them a second to find where some things were, but the students acclimated quickly. She appreciates the weekly “Wag” coming out to learn what is happening on our university's campus. The unification of a calendar is another positive feature. When she first came here in 2009, she noticed that our website was not very interactive at all. Drupal was a huge learning curve with content generation. It took a full academic year. Students get this website is easy navigation for prospective students and their parents looking at UNC Asheville.

Dr. Stratton is excited about the user-friendliness of WordPress as a content management system. His main point is that communication could have been more forthcoming prior to the rollout. Dr. Peterson asked that the “heat” regarding communication be placed on her the Provost rather than the Special Assistant to the Chancellor Sarah Broberg for the Provost felt she could have communicated through Academic Affairs channels more to faculty about this. Now let us move forward together.

Dr. John Brock said we talk about protecting our image and we have lost something in terms of image where the information for the Chemistry Department is gone – photos, research, etc. are gone. You can get to it by going back to the old website. Is there a plan to reconstruct this?

Special Assistant to the Chancellor Broberg said they are pulling that information now and will begin working with departments on that.

Dr. McClure asked what is the timeframe for migrating to the new system. Sarah Broberg said that depends on the department. WordPress is a very easy platform to use and they will be offering training modules in sessions to facilitate the transfer. Their ideal scenario is to have these meetings by the end of the calendar year but that depends on the departments.

Dr. Haschke asked if we were left for the entire semester with outdated templates and information. He has updated the Drupal website but the new website looks like 2017-18 information where Dr. Betsalel was Interim Chair of the department. Dr. Haschke said he has communicated with ITS about this. Special Assistant to the Chancellor said she would follow-up on these specific issues.

IX. Adjourn

The meeting was adjourned at 4:44 p.m.