

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE MINUTES
November 7, 2019; 3:15 pm
Red Oak Conference Room in Ramsey Library

Members: L. Bond, M. Cameron, P. Bahls, A. Rote, J. Brock, S. Clark Muntean, R. Criser
S. DiPalma, V. Frank, C. Kennedy, M. McClure, A. Moraguez, C. Oakley,
J. Pisano, T. Ruffin, M. Stratton, A. Wray; G. Campbell.

Excused T. King.

Members:

Visitors: J. Butera, B. Butler, J. Cutspec, M. Himelein, L. Horgan, M. Pack, J. Perry,
A. Shope, E. Spence, W. Strehl, D. Traywick, C. Tricomi, S. Ungert, G. Voos.

I. Call to Order / Approval of Minutes: October 3, 2019 3:15 p.m.
The October minutes were approved without dissent.

II. Executive Committee: Faculty Senate Chair Laura Bond
The Senate Chair's meeting at Faculty Assembly. The UNC System Senate Chairs
from across the UNC System met with three members of Board of Governors including
the new chair, Randy Ramsey.

All Chairs had the opportunity to share their campus notes regarding the new UNC
President search. Laura Bond shared the notes she took when she attended both
Common Grounds gatherings at UNC Asheville regarding what we would like to see in
the next UNC President. Laura Bond noticed two items repeatedly came up among UNC
system Chairs:

1. Every single Senate Chair stressed the importance that the next UNC System
President have an academic teaching background.
2. Faculty Senate Chairs and Faculty Assembly Officers stressed the importance of
having faculty representatives on this search committee. Currently, the search
committee is made up of all Board of Governors representatives. No other
constituents are serving on the committee.

Senate Chairs are collecting data to learn more about the operations of Faculty
Senates across the system in order to see if we can establish common practices. They
are loading data in a spreadsheet. They are collecting data concerning things like
whether they have a designated meeting space, how many committees they oversee,
how regularly they meet, and are there stipends and course release time for their
chairs/officers. Their plan is to develop a white paper report with recommendations for
Faculty Senate best practices across the system.

[First Year Student Registration Task Force.](#) Laura Bond presented the proposal to develop a First Year Student Registration Task Force. The nominees have accepted the nomination. A motion was made to accept this task force, which was seconded.

Volker Frank asked for clarification regarding the purpose of this task force. Regine Criser, the First Year Colloquium Coordinator, explained that the focus would be to review and update our current scheduling process because it does not seem to meet the needs of our campus. Since this is connected to retention and student success, we want to make sure we have a registration process that attends to these issues as well. They will come up with a model to register students, which may have an impact on orientation, as well as schedules built on a departmental level.

Regine Criser said that the results will not necessarily come through Senate, since senate does not have jurisdiction over the Registrar's Office nor the Student Success Office. However, the task force will present an informative report to Faculty Senate at the end of the year. The task forces has a critical mass in membership to get the needed changes made in a timely manner. The task force is not a continuous task force but will conclude their work by April 2020. The motion to approve the creation and membership of the First Year Student Registration Task Force passed without dissent.

[Results from the Faculty Senate Town Hall Meeting.](#) This is a report for faculty to read and understand what was discussed and proposed for senate action during the town hall meeting. Intentions were to hold the meeting and summarize the information that was collected in such a way as to identify how we might move forward with concerns and suggestions into the form of action items. Some items are already moving forward with action plans, and some will be future items for the Senate subcommittees to consider. Faculty are encouraged to read through these items, and contact those identified in the action areas regarding questions and concerns. Ideally, the Executive Committee plans to return next semester with a report that has definitive timelines on each item as well as relay what has been accomplished.

Laura Bond wanted to thank all faculty and staff who attended and contributed to the Town Hall Meeting. All items raised were very helpful.

Staff Council:

Chair Erin Spence

The State Employees Combined Campaign. Within the next few weeks, faculty and staff will be getting an email concerning giving options. Staff Council decided to create a more holistic approach to giving where they will incorporate some community service initiatives in the Spring.

Staff Council Position Statement regarding MLAS Program. Erin Spence wanted to thank everyone who allowed her to visit their senate committee the past few weeks. Staff Council has developed a position statement on the MLAS Program. Since second reading and vote is in December, Staff Council will send their statement to Lisa Sellers by the end of next week to distribute to the Senators. Two Staff Council members are in attendance today, some of whom are current students of the MLAS Program and willing to answer any questions the Senators may have after the meeting. Sophia Ungert is the Executive Director of Family Business Forum and Jordan Perry is the Healthy Campus

Liaison. They look forward to presenting the Staff Council position statement at the December Faculty Senate Meeting.

Introduction to Director of Conferences & Camps: Director Matt Pack

Faculty Senate welcomed Matt Pack as the new Director of Conference and Camps. Matt Pack has been here six months. His team works on overnight, residential conferences in the Asheville Community or on campus. He is currently working with Rick Chess on the Faith and Art Program, Catherine Franks from OLLI on a summer conference, and Marietta Cameron on the Computer Scientists Conference taking place next November. His office is here to help faculty initiate contracts and hotel reservations, as well as logistics for meeting spaces and catering. The Chancellor's goal is to bring professional and academic conferences to UNC Asheville. Please utilize their services.

Their other area of work is supporting Summer Camps. These camps may be educational, religious, or athletic in nature. They are still taking applications for a pre-college program (a 5 night, 6 day program in your discipline) to get rising high school sophomores, juniors and seniors to UNC Asheville as potential admitted students. They are also working with UNC Asheville athletic camps and bringing external groups like leadership programs on campus during the summer. They also have options for students coming to the Asheville area to intern during the summer to provide them with affordable housing on campus. All these offerings are to generate additional income for the university.

If you have questions or wish to contact them, their offices are in Governor's Hall and they are part of Student Affairs. Matt Pack looks forward to working with faculty.

Caroline Kennedy asked if students are looking for housing, who should they contact. Matt Pack said that if they are students registered in our summer school then they specifically go through Housing. If it is an internship and they need housing, they contact his office whether they are our students or not.

Marietta Cameron asked if he would clarify the one-day event vs. the multi-day event processes. Matt Pack clarified that if hosting a day event or a meeting, you will utilize the Highsmith Center by contacting them specifically. If it is a multi-day event or truly a conference, then you contact his office.

Workplace/Campus Wellness Plans

Jay Cutspec and Jordan Perry

Jay Cutspec said that it is no secret that we have a high number of students requesting mental health services. To give an idea of where we are this semester, we have already sent 15 students to the hospital for mental health purposes, which is a lot for a school of our size. A common reality is we have 20 new students a week who have never been in counselling before come to the counselling center. It has been a little hectic to say the least. When there is this degree of need, there is no way they can sustain this level of individual counselling. As a result, we have to figure out different ways to support our students.

One of those ways is a national program called Mental Health First Aid. Some faculty colleagues have gone through the training and found it useful. The training

teaches anyone how to talk to individuals who might be in emotional distress. This does not teach how to be a counselor. The training teaches how to be comfortable talking to individuals who may be emotionally upset or suicidal, and then help them connect with appropriate professional help.

There is a current initiative to find a way to offer Mental Health First Aid training to the entire campus community, with the intention that interested faculty, staff, and students may participate in the one-day training program. Jordan Perry has been providing some trainings under Healthy Campus initiative. Since needs are high, they are working with Senior Staff and Faculty Senate to train UNC Asheville employees as Mental Health First Aid Trainers to help provide more trainings for our campus community. Jay Cutspec paused to allow the Faculty Senate Officers relay their experience of the training they had this summer.

Laura Bond said that the one day, eight hours training that three of the four officers took was very interesting. At the beginning, the training dispels the myths around mental health. Throughout the day, they define the different kinds of mental health conditions and how to identify their signs. If you have a student who is displaying some of the signs, you are trained, like first aid for physical injuries, to triage and then help them reach out for professional help. You are not the mental health professional serving them, but assisting in getting them to professional help. You learn how to talk, be empathetic, and become comfortable talking sensitively about mental health issues.

Marietta Cameron agreed with the descriptions offered so far, and stressed you receive a supportive text with participation in the training and are certified for three years as a Mental Health First Aid Responder. The certification can be renewed after three years. Marietta Cameron affirmed skills supported in the training, like listening without judgment, understanding the signs, and determining the level of care needed from professionals. The beneficial training was interactive and engaging.

Patrick Bahls has already found training useful this semester.

Regine Criser asked the scale of the plan regarding this training. Jay Cutspec said the plan would be first to get four or five trainers certified on our campus who would be conducting the training. They would like this training to happen this December. Once we have trainers, those who would like to be trained could sign up for scheduled sessions planned to accommodate working schedules. No one would be mandated to take the training. We are training trainers so we do not have to rely on external agencies.

Tiece Ruffin asked about the scale and whether this is the child or adult training. This training is the adult training. Although external agencies charge a fee, we hope to apply for a grant. The UNC System office does award grants for behavioral health that supports students, which we received one last year. Two of our sister institutions received grants to do the Mental Health First Aid training. They trained their counselors, but Jay Cutspec believes we need to train faculty, staff and students as well as counselors.

Jessica Pisano asked if this was the extent of the wellness plan. Jay Cutspec said this is one thing they are trying to do. Another thing they are doing since the wait time is three weeks to meet with a counselor, they are having bridge groups where students can come during the week until they can seek counseling. Unfortunately, our students

do not like groups, which is an age-thing mostly. We have also adopted some online models that are excellent about behavior therapy and stress management and the activities are online to access.

Tiece Ruffin asked about success rate this training has. Jay Cutspec said that he has not seen statistics but would be happy to look, although the program has been around quite a while and thought of positively.

Micheal Stratton asked if this is a budget priority to be raised in importance and to fund the Counseling Office to the level to meet current, ongoing needs. Being on the Budget Committee, Mark McClure confirmed there was a specific request to raise the student fee associated with this area. Jay Cutspec said that we need more support for the behavioral health. If we take the current number of students in-house counseling and did once a week counselling with them, we would have to have twenty-five (25) counsellors. Currently, we have five (5). This is the level of need. The more counselors we have, the better, but we are never going to have 25. This is why we have to have other ways to support our students. Laura Bond also brought up a statistic that the average university has 1 professional counsellor for 1,737 students. Jay Cutspec says that we have 1 for every 750 students. Our ratio is half the national average. We have significant populations of three vulnerable groups: transgender, veterans and those on the spectrum. That being said, Jay Cutspec wanted to emphasize that they still do have morning slots for emergencies in case a student needs to be immediately seen.

Volker Frank suggested that we not only approach this from a psychological perspective but also as a social issue where we need to ask what our institution is doing to contribute to the malaise. This is not only a psychological, but also a sociological issue. Jay Cutspec said Volker Frank was exactly right and there is a model for that. Laura Bond said that is what the UNC system is talking about, where we do not rely only on our counselors to solve this national issue, but also focus on developing and supporting a culture of wellness on campus. Counseling cannot possibly solve it all alone, and we need to work together.

[Faculty Assembly Delegate Report:](#)

Professor Melodie Galloway

Melodie Galloway is away at a conference and her written report was accepted by the Senate Chair to be placed in the minutes.

III. Academic Policies Committee:

First Vice Chair Marietta Cameron

[Decision Summaries](#)

First Reading

[APC 3](#)

Change IST 200 for 2 credits, to IST 310 for 3 credits (Mary Lynn Manns)

[APC 4](#)

Change course requirements in the Arts Management and Entrepreneurship (AME) major concentration and minor within Interdisciplinary Studies (Laura Bond)

APC 3 and APC 4 are companion documents up for first reading. If you have feedback or questions to be addressed regarding these first reading documents, please contact Marietta Cameron, APC Chair at mcameron@unca.edu.

Second Reading

[APC 2](#) 2021-2022 Academic Calendar

APC Chair Marietta Cameron said APC 2 is the Preliminary version of the 2021-22 calendar. A motion was made to accept APC 2, which was seconded. No discussion. APC 2 passed without dissent.

IV. Faculty Welfare and Development Committee: Third Vice Chair Aubri Rote

FWDC Chair Aubri Rote said that FWDC is beginning work as outlined in their goals they presented at the last Senate meeting. If anyone has feedback or questions regarding their goals, let her know at arote@unca.edu.

V. Institutional Development Committee / UPC: Second Vice Chair Patrick Bahls

IDC is continuing to work with the Provost Office and Brian Butler regarding the formation of the Biosafety Committee and they will consult with Faculty Senate on needed faculty expertise for this committee. They are also exploring cluster hiring and recruiting. They completed their MLAS review work along with APC (see EC 1 below). Patrick Bahls thanked Volker Frank for attending the last Staff Council meeting and representing Faculty Senate. There is a document coming soon regarding an English minor proposed by Brian Graves.

VI. Executive Committee: Faculty Senate Chair Laura Bond

First Reading

[EC 1](#): MLAS Program Review

EC 1 is up for first reading, and as is the senate custom, no discussion nor a vote takes place at this meeting. First Readings give senators and the campus community time to read and give feedback on documents. For those who wish to give feedback or have questions, please forward them to Faculty Senate Chair, Laura Bond at lbond@unca.edu. A discussion and vote on EC 1 will take place at the December 5 Faculty Senate meeting.

VII. Old Business/New Business

VIII. Faculty Senate Chair Laura Bond adjourned the meeting at 4:11 p.m.