

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

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

Excused J. Brock, R. Criser.

Members:

Visitors: N. Cable, S. Broberg, J. Butera, M. Galloway, I Green, B. Haggard, M. Himelein, H. Holt, L. Horgan, B. Petitfils, H. Parlier, J. Pierce, M. Reyhanoglu, E. Spence, W. Strehl, D. Traywick, J. Villatoro.

I. Call to Order at 3:17 p.m.

Approval of Minutes: [September 5, 2019 3:15 p.m.](#)

The September minutes passed with 1 abstention.

II. Executive Committee:

Faculty Senate Chair Laura Bond

Faculty Senate Town Hall Meeting was held yesterday (October 2, 3-4:30 p.m. in Laurel Forum of Karpen Hall). There were approximately 35 faculty and staff in attendance. We felt it was a successful meeting with meaningful interactions between faculty and staff. Both Chancellor Cable and Provost Campbell participated as well. There were four small groups self-formed by topics of interest. The facilitators of these groups are currently summarizing the results of those discussions and they will be shared with the campus community. We hope to adopt action plans for as many of the topics of concern raised in the meeting as soon as possible. Laura Bond thanked the Executive Committee, facilitators, Senators and Lisa Sellers for their contributions to this event. She also thanked all who came and participated in the Town Hall discussions.

Faculty Assembly Senate Chairs Meeting. Laura Bond reported that the Faculty Senate Chairs from across the state gathered for a meeting on Thursday, September 12. They formed a subcommittee to review and evaluate the [UNC System Standards for Shared Governance](#). This document has not been edited since they were first approved in 2005. Since Laura is on the Faculty Assembly Governance Subcommittee, she is considering volunteering to serve on this additional subcommittee as well. She asked everyone to read and become familiar with these standards. Please email Laura Bond with any feedback you might have on edits for the Standards of Shared Governance so she can share them with this subcommittee.

More Efficient Senate Meetings. The Executive Committee received feedback regarding the last Faculty Senate meeting and the EC thanked the Faculty Welfare and Development Committee for their list of practical ways to help Senate meetings run more efficiently.

With this in mind, and in addition to adopting some of FWDC's suggestions, Laura Bond reminded everyone of practices that Faculty Senate already has in place that would support more efficient meeting operations:

- Review our [Standing Rules](#) and [Constitution](#) to become familiar with the role of senators and the nature of this work
- Contact Senate officers (via email, phone or office visit) concerning minutes, agenda items or first reading documents questions and issues before the Faculty Senate

meeting as instructed on our Faculty Senate Agenda. The purpose of first reading is to give faculty the opportunity to review documents and confer with the subcommittee chair so their committee may address the concern before Second Reading. This will help to make best use of time during full Senate meetings

- Read all documents and their decision summaries before each Senate meeting so time is not spent on answers that are within the document and decision summaries.

Student Government:

President Isaiah Green

President Isaiah Green introduced Jessica Viliatoro as SGA's Executive Officer over Academic Affairs. They are working on three projects: creating a sustainable, pilot program to supply restrooms with hygiene products, working with campuses across the UNC System on early voter sites and completing their National Voter Registration Day Event. SGA registered 700 people to vote.

Staff Council:

Chair Erin Spence

Staff Council met and brainstormed on their five key areas. The Staff Council Chair has met with Shannon Earle and is looking forward to meeting with Heather Parlier. They are currently preparing for our annual open enrollment. Open enrollment has been changed from a whole month to a partial month. This year open enrollment is from November 1 through November 19. They are working with Human Resources so everyone understands about the move and the shorter amount of time for registration. If an employee does not take action, they will be placed in the 70/30 health insurance plan. They are also working on the State Employees Combined Campaign project. Although this is not an option on this campaign, Staff Council wants to make everyone aware of giving to UNC Asheville through payroll deduction.

Vice Chancellor for Human Resources,

Institutional Equity and General Counsel:

Heather Parlier

Faculty Senate welcomed Heather Parlier who stated that she is on her third day on the job and is spending time listening to what the university needs from her office. She encourages anyone to make an appointment with her.

Finance/Budget Report:

Vice Chancellor John Pierce

John Pierce began his report by announcing that we still do not have a state budget. Beginning the month of October without a state budget is unusual, and we normally have a budget by this time. Although Governor Cooper's veto was overridden in the State House, the budget failed by one vote, and was overridden in the State Senate. The prospects are uncertain enough right now that we cannot continue to wait for the state to pass a budget. In the next few weeks, we are going to post the budgets that we have based on the assumptions we have. Last spring, we had a number of meetings to develop these budgets and the Board of Trustees reviewed them in June along with the Department Chairs and Program Directors. We do have enrollment numbers now to update the budget. Enrollment is a little lower than our projection so we will hold open some positions and look for other ways to save money. We are on track matching our revenues to expenses, but we will have to manage our budget carefully from month to month. He gave a detailed report to the Budget Committee last Friday where Mark McClure, Nancy Ruppert and Melissa Burchard represented the faculty. The committee is in the process of working on the departmental/program budgets.

Melodie Galloway gave her first report as the new delegate elected to Faculty Assembly from UNC Asheville. Faculty Assembly Chair David Green is advocating for [more faculty input](#) and a timeline regarding the new [UNC President search](#). He is also asking for more faculty involvement in the search.

**Questions:**

Non-voting Faculty Member on Board of Trustees. Micheal Stratton asked for clarification about the constituent non-voting faculty member on the Board of Trustees. He asked for confirmation that Harry Smith, the former Board of Governors Chair, said each institution should have a representative from the faculty on their Board of Trustees. Was that prescriptive or are there plans to change the code? Melodie Galloway said her understanding is it is at the discretion of each university. She did not recall that Harry Smith personally advocated for a system-wide code change.

UNC Asheville asked to be a Host Site for Open Conversations regarding UNC President Search. Chancellor Cable informed the Faculty Senate that she was approached by one of the members of the Board of Governors to ask us to be a host site for an open conversation about the qualifications and criteria for the new President of the UNC System. Two sessions are scheduled for October 22 where faculty are open to attend either session. One of the sessions will include external members from our community.

Melodie Galloway shared when Marietta Cameron raised her hand to address Harry Smith, the first thing Mr. Smith said, "Oh, UNC Asheville, Nancy Cable – great hire!"

State Level Faculty Salary Working Group. Mark McClure asked whether the Faculty Salary group is soliciting information from amongst faculty and whether there is a mechanism to provide data. His understanding is there is a group at the system level focusing on faculty salaries across the system. Is that group interested in any input? Provost Campbell does not know whether they will be soliciting input broadly, but it is very clear that they would like to make the best effort towards asking the BOG to address salary concerns.

It is important that we have our own conversation about what are the strategic and sound arguments, considering our category. If you have ideas and thoughts, it would be wise for us to collect any arguments and thinking around this. Mark McClure understands how we would want to think about how to phrase things, but he points out that a number of us put a lot of energy last year into collecting data and he hopes the work of the Total Compensation Task Force is shared with the group at the state level.

Chancellor Cable said that the state level does know about our compensation survey. They have asked for a copy of it so we will make sure that they get it. In July when they met with President Roper, the Chancellors were asked to outline their top priorities. They reached consensus across all the institutions that faculty salary was their top priority, which is a small piece that is giving encouragement to this conversation. One form of the budget before the current NC Senate has a 2% raise for faculty. That may be beyond what we can hope for but at least it is out there. She would hope that our faculty could appear before the state group especially those who worked on the Total Compensation Task Force.

UNC Asheville is well respected. Marietta Cameron pointed out that UNC Asheville is much respected at Faculty Assembly. An example, she relayed regarding Active Shooter training on our campus. The faculty at Faculty Assembly responded that they would like to model what we are doing. We are very well respected on Faculty Assembly as an institution, and when we mention things we are doing, people want to model us.

III. Administration/Academic Affairs:

Provost Garikai Campbell

First Dean's Survey. A couple of weeks ago, Provost Campbell asked those at the Department Chairs and Program Directors Meeting (a meeting not only of the department chairs and program directors but select staff from the Academic Affairs) to complete a survey to help him begin the process of thinking about the Dean structure. There were 38 responders. The Provost went over [the survey results and next steps.](#)

**Questions:**

Jessica Pisano asked if we have the percentages of people who responded to each question. The Provost said he is not sharing the numbers for what was more important to him was why they responded the way they did.

Amanda Wray asked if we have an instrument to assess deans. The Provost replied he has not been here long enough to know what was done in the past. His understanding of the recent past is we have not done full assessments of the deans. Micheal Stratton believes an assessment has been done once. The Provost could not speak to the past, but he certainly believes it is to be expected moving forward in the future structure.

Common Grounds Next Steps. There will be one more common grounds before they start synthesizing the work of these sessions as well as the small groups work. A website has been created regarding [the future vision of UNC Asheville](#) where they are sharing the work with the campus community.

Faculty Compensation Considerations on the Table. Provost Campbell shared two things from his conversations with FWDC:

1. The merit system regarding compensating faculty for the various levels of merit. Though it will not happen this year, there is some thought about rethinking that system.
2. Regarding Department Chairs and Program Directors compensation, the Provost understands that there was a proposal to go to a flat compensation for all chairs. Although there is some attractiveness to that proposal, the Provost thinks the proposal does not take into account the complexity and size of a department that he believes should be in the final model. Tiece Ruffin asked if this includes associate directors and co-chairs. The Provost said this is in the early stages of consideration, but he is not only looking at these two positions but all administrative posts. He is looking at both money and release time as well. Patrick Bahls expressed appreciation for the carefulness that Provost Campbell is taking in considering the various roles especially the Program Directors and the Program Associate Directors salaries. Volker Frank made the Provost aware of a faculty task force that worked on faculty and chair compensation in 2017. The task force chair was Dee Eggers and perhaps the Provost could obtain a copy of the report from the 2017 FWDC Chair.

Director of Humanities open position and other potential opportunities. Provost Campbell shared more information concerning his email that went out inviting faculty to apply for the Director of Humanities position. In that invitation, he relayed that soon he would be sharing information about other potential opportunities. He is about ready to

release information that there are four to six different positions opening up at the end of this academic year and the search process. Although he imagines they will be similar to the one outlined in his email for the Humanities Director position, he recognizes there will be differences.

Academic Affairs Budget Conversations. At the last Department Chairs and Program Directors meeting, he shared that he has taken a look at all academic affairs budgets. The Provost plans to share a view of their area with each program director and chair using a series of questions. He will then schedule twenty-minute conversations with each of them to hear what is right and wrong about that budget. This is the only way he knows to get a baseline understanding as well as the issues and needs. However, this is not an exercise in “I need \$20,000 more” to advocate for a project. There is a consistent thread that everyone is saying concerning they are down in terms of the number of faculty while the numbers show that the number of faculty have not gone down.

Micheal Stratton offered that there is a general feeling due the redistribution of faculty lines to other areas. Some departments who lose faculty lines are experiencing more pain.

Volker Frank offered that the reason the answer is not in the data is due to this being a psychological phenomenon. Many of the baby boomers around campus have retired leaving a sense of loss among those remaining who miss their colleagues. The Provost shared that there is data that speaks to what Volker Frank is saying. The data shows that half of the faculty are new as of ten years ago. Melissa Himelein confirmed that 114 of our current faculty were hired between Fall 2010 and Fall 2019, which is over half of our full-time faculty.

The Provost and FWDC is studying reassigned time and PDLs. They found those that have gone completely unfunded do affect our faculty productivity using the system office and the Board of Governors’ definition of faculty productivity that only includes classroom time. As a result, there are concerns about how to backfill positions, as well as funding and reporting to the UNC System Office.

IV. Academic Policies Committee: First Vice Chair Marietta Cameron  
[Decision Summaries](#)

#### **First Reading**

\*[APC 1](#) 2020-2021 Academic Calendar

\**APC intends to make a motion to waive the Comer Rule to discuss as well as vote on APC 1 since Chancellor Cable must submit the 2020-2021 calendar to the UNC System President by October 15 per [UNC System Policy 400.1.6](#).*

A motion was made to waive the Comer Rule to allow APC 1 to be considered and voted on since Chancellor Cable must submit this 2020-2021 academic calendar to the UNC System President by October 15. The motion was seconded. The motion to waive the Comer Rule passed without dissent.

APC 1 passed Faculty Senate during the 2018-19 Senate Session. The main concern revisited is about placing the Undergraduate Research Symposium on the Tuesday before Thanksgiving. APC and the administration have considered many options; however, those options brought more concern that attendance would be further negatively affected. This scheduling will be studied further for future calendars.

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

**Discussion:**

Alternate Jake Butera asked whether schools usually have Columbus Day Holiday. Registrar Lynne Horgan explained that change was made to even out the days for Term 1 and Term 2. Mark McClure asked if the symposium could be moved up two weeks. Jessica Pisano answered that there were concerns that faculty would not have proper amount of time to prepare students as well as deadlines for abstracts and proposals for awards. These paper deadlines depend upon when Undergraduate Symposium day is set. Moving the symposium date would cause other dates to have to be set inconveniently earlier. Herman Holt confirmed that the magnitude of how this works has changed considerably.

APC 1 passed without dissent.

Provost Campbell suggests the discussion of the next calendar be held in the spring so we can have more time and are not struggle with this deadline. Faculty Senate is more than happy to consider academic calendars earlier. Academic Calendars are considered as they are submitted to APC.

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

**\*\**Since the 2021-2022 Academic Calendar does not have to be submitted at this time, APC 2 will have two readings before there is a discussion and vote.***

Having passed the Academic Policies Committee, APC 2, consideration of the 2021-2022 Academic Calendar, will come before Faculty Senate for second reading and vote on November 7.

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

**FWDC Goals and Leads for 2019-20:**

1. Establishing clear, equitable policies for release time  
(Aubri Rote and Melissa Himelein)
2. Addressing the merit categories and dollar amounts  
(Aubri Rote and Christopher Oakley)
3. Addressing inequities in Chair and Program Director compensation  
(Aubri Rote and Christopher Oakley)
4. Addressing FMLA policies (misalignment with the system and need for partial FMLA) (Melissa Himelein)
5. Addressing issues in the Tenure and Promotion process  
(Melissa Himelein, Regine Criser, and Aubri Rote)
6. Examining possibilities for childcare for UNCA faculty, staff, and students  
(John Brock and Susan Clark Muntean)
7. Examining possibilities for support/training for UNCA leadership roles  
(Melissa Himelein, Regine Criser, and Aubri Rote)
8. Broadening faculty/staff/administration awareness of diversity issues  
(Christopher Oakley and Regine Criser)
9. Examining issues for non-tenured faculty  
(Susan Clark Muntean)
10. Clarifying FWDC's role and duties  
(Aubri Rote and Regine Criser)

This list is from FWDC about their work for 2019-20 with names of FWDC members who will lead that work. After their meeting yesterday, they may have a few more to add. Aubri Rote said that these goals are not ranked nor in any particular order.

Faculty Handbook. Provost Campbell brought up that the Faculty Handbook needs reviewing to correct items inconsistent with the UNC System, state and federal policies. This is not all on FWDC, but Heather Parlier and others can help with this work. There are conversations regarding whether the Faculty Handbook is the proper place for items that the faculty cannot vote on nor govern. This big discussion will be embedded in a number of conversations throughout the year.

PDLs. Micheal Stratton asked for an update on PDLs. The Provost said this work has not moved forward yet.

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

**Matters currently and soon to come before IDC:**

1. Establishment of an Institutional Biosafety Committee
2. Manage ongoing liaisons with Staff Council and Student Government Association
3. Facilitate conversations on the long-term management and review of minors and certificate programs
4. Along with FWDC and appropriate colleagues in administration, examine expansions of and modifications to the diversity advocate program for faculty hires
5. Examine (in conjunction with Heather Parlier, Provost Campbell, etc. as needed and appropriate) cluster hiring, in philosophy and practice

Institutional Biosafety Committee. IDC hosted the university's Environmental Health and Safety Director Kevin Gibson at their most recent meeting. After meeting with him, IDC is in consensus that this is a standing committee we need on campus in order to remain competitive for a large number of very important funding opportunities from the National Institutes of Health as well as be in line with guidelines concerning federal and grant regulations. Patrick Bahls talked with University General Counsel Clifton Williams about the matter following the meeting to find out that it is not for Faculty Senate to establish this committee. IDC has begun work with the Provost Office to establish this committee. This committee requires membership from community members not part of the campus and beyond the purview of Faculty Senate. Faculty Senate will have a consultative role when it comes to staffing the committee later as well as have faculty who will serve on the committee on a rotating basis. At this time, it is a matter for the Provost's Office to initiate.

Staff Council. Patrick Bahls attended their September meeting. If a Senator would like to attend their October 9 meeting to represent Faculty Senate, let an Executive Committee member know.

Diversity Advocate Program. IDC is in conversation with Heather Parlier and Provost Campbell about appropriate modifications to the Diversity Advocate Program for faculty hires that is at the forefront of many minds to ensure we have a diverse faculty. IDC looks forward to conversations with the Provost Office, Human Resources and other colleagues to ensure a robust program.

Cluster hiring. There will be conversations on cluster hiring also. There have been a number coming forward who are interested since the Provost relayed in a Program Directors and Department Chairs meeting that this was on the table. They look forward to conversations on the philosophy and best practice of cluster hires on our campus.

**Questions:**

Departmental and Individual Diversity Plans. Regarding the Diversity Advocate Program and cluster hiring, Marietta Cameron is concerned when hiring colleagues we are asking them to write documents about their diversity plan. Once they are hired what happens? How many of us have diversity plans? Departments requesting a position are asked about diversity plans. However, there is no incentive to individual colleagues to have an individual diversity plan. If we are truly interested in our strategic plan value on diversity inclusion and equity, we need to go beyond hiring and maintenance of that initiative. What we expect of our colleagues, we should expect of ourselves.

Provost Campbell agreed that other things should be included were how we engage and incorporate our values. If we do not have a way to incorporate and gauge these values we have into our tenure, promotion and rewards – all these things that matter to us – then it will not happen and we will not live up to the full expression of our values. The work that we support and the way that we assess what we assess – all of that has to be truly expressive of all our values. They have had one discussion in FWDC so far in terms of faculty records. How should faculty records be adjusted to make sure we are thinking about these values? This is absolutely on the table.

Diversity Work as a Matter of Course. Tiece Ruffin asked what FWDC is covering regarding diversity issues. Christopher Oakley said that FWDC is looking at who is covered by the term and wanting to make everyone aware that these are important while acknowledging that we have committees that are duplicating processes. FWDC is determining which committees are still active and what are they doing.

Tiece Ruffin explained that she worked with Evelyn Chiang as Co-Coordinator of Diversity Intensives for three years and this is her second year as Coordinator of Diversity Intensives for the Liberal Arts Core. She relayed that the Diversity Action Council (DAC) created a diversity statement years ago that covers the dimensions of diversity. She asked if FWDC looked at DAC established.

Christopher Oakley conveyed that FWDC basically is trying to figure this out who is covering what. He explained that when he was on the Minority Affairs Commission that they met only once where they were asking what we are doing for it seemed that the Diversity Action Commission had taken the lead. Now we have the action task force so FWDC is confused regarding who is doing what and how this works together.

In regards to that task force, the Chancellor relayed the group is called the University Working Group on Diversity and Equity with the emphasis on equity. Their Co-Chairs are Tiece Ruffin and Luke Givens. They do not seek overarching control over anything, but they are holding to accountability a constant moving of the needle towards progress. Their roles will emerge through this year.

Tiece Ruffin explained the group is thinking about what the Chancellor is asking regarding what are the steps we are going to take and actually do because action is core to what the Diversity Action Council does. Some of us were in overlapping groups that Faculty Senate was not addressing. For instance, Tiece Ruffin was on the Diversity Action Council as



well as working with Nicole Norian, Jeff Konz, Debra Miles, and Megan Underhill with the Diversity Advocate Program. Then there are the Diversity Intensives that are under Faculty Senate. There were other issues not under the purview of Faculty Senate that faculty questioned. She agreed that conversations are needed on how all these are working together.

Aubri Rote, FWDC Chair, clarified that this item on FWDC goals does not necessarily have any action steps attached to it. One of the first actions is Regine will connect with this group with the intention of identifying how FWDC can help. FWDC does not have an agenda, but is making sure this stays on their radar. Provost Campbell added that part of the work is discerning whether parts do sit within the Faculty Senate. If that is the case, every committee should ask where this work is in within their committee. Ultimately, we want this work to be a matter of course in the way we do things.

Amanda Wray agreed with Marietta Cameron that part of our work is educating all faculty about what is diversity on our campus, how to do diversity work in our classrooms and redefine our values by requiring us to report out on our faculty records. That is a good action step for FWDC to consider.

Jessica Pisano expressed she does have a concern that the Diversity Advocate Program at the moment is only instituted for faculty hires and not staff hires. She may be mistaken but she was on a staff hiring committee this summer, and when she asked whom the Diversity Advocate was, she was told that was a faculty thing.

Marietta Cameron understood that staff have other requirements of diversity that they were doing before faculty started having Diversity Advocates. Chancellor Cable affirmed that Heather Parlier will refine this so processes are ubiquitous across each search committee for there is a question of the quality of training provided to the diversity advocates, not to say they did not do their work well. The notion here is to make this a tenant of our values across every person serving on a search committee and keep an advocate there to make sure that is happening. That will be part of Heather Parlier's accountability in consultation with this group and all key administrative and faculty groups on our campus.

The Chancellor emphasized that this also relates to the need to reduce the number of silos on this campus. This effort gives us a chance to keep silo cells down and have broader, more vital conversations across all areas between those of us who care about the institution regarding these matters.

#### VII. Old Business/New Business

The Importance of Knowing our Institutional Memory. Volker Frank brought up the importance of knowing our institutional memory. Matters we consider benefit by a practice of familiarizing ourselves with the work that already has been done to maintain tradition, as well as consider changes for the future. Laura Bond agreed with Volker Frank and stressed that it is important to look back before moving forward. We are fortunate that we have our Senate minutes and documents archived online and available to any of us to read and learn from our past.

#### VIII. Laura Bond adjourned the meeting at 4:57 p.m.