

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE MEETING VIA ZOOM

Official Minutes
April 1, 2021; 3:15 pm

Members Present: M. Cameron, S. DiPalma, J. Li, C. Kennedy, M. Bettencourt, J. Butera, S. Clark, A. Cossette, D. Clarke, R. Criser, A. Dunn, V. Frank, B. Hook, S. Kapur, T. King, J. Pisano, T. Ruffin, J. Zunguze, G. Campbell.

Visitors: N. Cable, E. Adell, E. Anderson, A. Barber, D. Bernal, A. Boakye-Boaten, L. Bond, C. Boone, R. Bowen, E. Boyce, S. Broberg, E. Chiang, L. Cornett, J. Crite, S. Earle, D. Eggers, H. Epperson, B. Felix, M. Galloway, E. Gurney, B. Haggard, M. Hall, B. Hart, L. Hewitt, M. Himelein, H. Holt, M. Galloway, L. Holland Goldthwaite, L. Horgan, C. Hung, S. Humphries, L. Linton, B. Lundgren, M. M. Manns, A. Martinez, B. McNamee, S. Mohr, P. O'Brien, B. Parker, H. Parlier, J. Pierce, S. Plevier, S. Purdy, G. Reynolds, T. Rizzo, A. Rote, N. Ruppert, K. Sanft, S. Shepherd, A. Shope, S. Smith, K. Swenson, J. Taylor, D. Thomas, D. Traywick, J. Rhode Ward, L. Ward, A. Wengrow, J. Wilcox, K. Zubko.

I. Call to Order and Welcome by Faculty Senate Chair Marietta Cameron

II. Addressing Bias Against Asians: Evelyn Chiang, Breman Professor

"Thank you all for the invitation to speak here today. Two weeks ago, on March 16, six Asian women were murdered in Atlanta during a series of shootings at area spas. This horrific mass shooting, made headline news and captured our nation's attention for a little while. Even before the identities of these women were disclosed, the debate over whether or not this was a hate crime began. The Cherokee County Sheriff's Department described the shooter, a white man, as having a really bad day, as if that could possibly explain his actions. Over the past year, hate crimes against Asians, Asian Americans and Pacific Islanders have skyrocketed. An 89-year-old Asian woman was set on fire in Brooklyn. An elderly Asian man, waiting for the bus, was viciously kicked out of his seat and walker in San Francisco. A young Asian woman was urinated upon while riding the subway in New York City. Bystanders did nothing. These are three cases out of thousands in the past year. The group Stop AAPI Hate reports that nearly 3,800 instances of hate crimes against Asians have been logged in just this past year. The actual number is much higher, and there are new cases every single day. But this is nothing new. There has always been discrimination against Asians and Pacific Islanders in this country. Even before Donald Trump persisted in referring to the Coronavirus as the "China" virus. The pandemic has exacerbated anti-Asian sentiment, but it has always been here, including on our campus.

Although we have not seen overt physical attacks against our Asian students, staff and faculty, there are certainly instances of exclusion, marginalization, and indifference. Our Asian students feel marginalized and ignored to the extent that they are leaving us. During advising, one of my students told me she just finished her transfer application to another university. She described experiencing constant macroaggressions which she has learned to brush off because they are so commonplace. But there was real pain in her face and in her voice when she asked me, "Why our administration, up until that point, had said nothing about the anti-Asian discrimination that had become increasingly visible this past year?" I do not know what to tell her.

Since our conversation, the Provost and Chancellor have issued a statement after the Atlanta area shootings, but I want to say a statement is not enough. In the week since, my colleague Jinhua Li and I have worked at to set up a listening session for AAPI students, staff and faculty on our campus, and this will actually happen tonight with the generous facilitation and support of Mee Moua. I am so grateful for her willingness to create this affinity space for us here on our campus, yet I cannot help but notice we are doing

this alone. I have had a single non-Asian colleague say, "We need to do something here on campus, what can I do to be supportive?" One person.

Acts of racism impact us all. How can we call ourselves allies or anti-racist if we pick and choose certain groups to care about, to show up for, and to support? It is time for us to connect the dots. I do not speak for my Asian colleagues, but I feel alone in this that the AAPI community's pain and grief is seen as something that we need to process and manage on our own, that it is not something that the rest of our campus needs to be involved in. I've been at UNCA for 13 years and have never seen any efforts to listen to, or consider the experiences of AAPI people on this campus, and for people who don't, or haven't seen a need to do so, I have an experience to share with you from just a couple of years ago:

I was chairing a search committee for my department for a tenure track line. One of my colleagues asked, "How the search was going?" and I said, "Great, we have a really diverse candidate pool, which was really important to us." My colleague responded, "Oh, how wonderful." And then she paused and looked me in the eye and said, "But you don't mean people like you, right? Because we have enough of those." And she laughed.

Some of you may find this interaction disturbing. Some of you might think, "Oh, this person isn't racist. She's just expressing the need to have more black, brown, or indigenous faculty in this department." And yes, we do, we truly do. But this sentiment, "We have enough of people like you" is absolutely what makes Asian students, staff and faculty feel so unwelcome on this campus. I want you to share my sense of isolation, that there have been no efforts on campus to hear and address the lack of inclusion for AAPI people, I want you to share my sense of frustration to have our experiences of racism discounted. I want you to share my sense of deep loss that our AAPI students are leaving our campus for other schools where they might feel more accepted and cared about. And I want you to share my sense of urgency that it is time for action - deliberate and intentional action. Thank you."

Marietta Cameron thanked her colleague, Evelyn Chiang for speaking out. She said she is sorry because she knows exactly how it feels to be alone on that. She is sorry, if she has not shown you the compassion that I would love for someone to show for me too on that side. She will definitely offer as much support as possible. She is not simply saying to you signaling as an individual, but she is speaking to all of her colleagues about being in support, especially to all of her Asian American and Pacific Islander colleagues in this moment.

Provost Kai Campbell echoed Marietta Cameron's sentiments and notice one of the threads that Evelyn Chiang shared, which is that a statement is really just the beginning. He affirmed that sentiment, and in fact, there is much work to be done. In a position of leadership and with a commitment to diversity, we have to take this on. He thanked Evelyn Chiang for sharing her experiences and he is sorry for what it has been. There is a real commitment to engage in the work that goes beyond just a statement.

Jinhua Li thanked Evelyn Chiang for being so brave and taking initiative and supporting our AAPI faculty, staff, and most of our student members whose voice is even more buried in the current situation. She thanked everyone for their support and wanted to echo everything that was said. She also wanted to say that she has faith in our campus community and knows that we can come together, we can rise up to the occasion, and we can show that we can do better -- and we will do better.

Jinhua Li also shared what she shared with her EC colleagues. She would strongly recommend that we commit to actionable solutions and things that we can do and implement to support our AAPI colleagues. She would like our actions to extend the same kind of support, inclusion, and care for all the groups who feel that their voices have not been heard and feel that they have not received the support they needed. Thank you, everyone.

Marietta Cameron drew Evelyn Chiang's attention to her colleagues support in the chat to do more than just give the lip service.

Sense of the Senate:

[EC 7](#)

Resolution Addressing Bias Against Asians (TBA)

Marietta Cameron presented the resolution put forth by the executive committee of our faculty senate. It is a sense of the Senate to directly address bias against our Asian American and Pacific Islander colleagues, students, and friends. This is not a one up where too often there is a moment of a horrific incident that we respond with the statements of concern and compassion, and then we move on to something else. We have seen this over and over and over. A motion was made to accept EC 7, which was seconded.

Discussion:

Marietta Cameron wanted to highlight that we are committed not only in joining in expressions with our senior leadership. EC 7 calls for support and solidarity, but we are actually, as a senate, committing ourselves to examine what it is that we do that ignore our colleagues, ignore the bias, or minimize the bias that we have, or just flat out deny our bias. In this statement, we, as a senate, are committed to developing concrete action plans that promote racial equity and inclusiveness and diversity, and we are not just simply mouthing the words. There is going to be some actions and sometimes those actions are going to be difficult to get through, but we are committed to actually doing some concrete actions. We need to look at statements where we emphasize the myth of perpetual foreigner and not recognizing our colleagues as Americans. Also part of this scene people have said that this group is supposed to be the model minority that the other minorities should emulate, which is a terrible burden to put on anybody, especially when it is not true. We are all humans on that. No further discussion.

EC 7 passed without dissent.

Staff Council:

Chair Emma Anderson

Emma Anderson relayed a few updates of the projects Staff Council discussed in their last faculty senate meeting. They are going to begin accepting nominations for Staff Council on April 2 where the call will go out to all staff. Voting will begin on April 30.

In their next meeting, they will be meeting with representatives from the UNC staff assembly to discuss the Chancellor's cup golf tournament, an ongoing effort to raise funds for a staff scholarship that benefits staff across the system. They are trying to determine if there are more ways to make it more equitable and accessible to staff across the system as well as exploring a better return on investment. They are also going to be working with our HR colleagues to explore the hidden gems of our health plan things like the nutritional counseling and copay waivers for mental health plans. Some of these resources we may not be aware of existing. They are also looking for ways to reach out to our staff constituents better. Over the years, we have done a lot of work trying to get more senior staff participation in our meetings. We are really grateful that we have seen a lot more engagement from our senior staff colleagues. They will be launching some communication and programming around trying to encourage folks to see Staff Council representatives as individuals that they can reach out to outside of our meetings and outside of our forums.

Faculty Assembly Executive Committee:

Representative at Large Melodie Galloway

[Rep. Galloway Report](#)

[Faculty Assembly Presentation](#)

Second Reading

[EC 4](#)

Proposed Faculty Senate Constitution Revision

[EC 6](#)

Faculty Senate Response to SGA Documents SSB 20-014, SSB 20-015, SSB 20-017, SSB 2020

[SSB 020 014](#) [SSB 020 015](#) [SSB 020 017](#) [SSB 020 2020](#)

[Background – SFI Pilot Questions](#)

[EC 6 Amended \(amended 4/1/2021\)](#)

Marietta Cameron relayed that EC 4 is a proposed change to the Senate Constitution to remove the language of secret ballots. The change is not saying that you cannot have a secret ballot; it is saying that you are not required to have the secret ballot. She wanted to point that language out. She asked for a motion to accept EC 4, which was seconded.

Discussion:

Marietta Cameron wanted to also point out that to make a change to our Constitution requires a full vote of the faculty. In other words, should EC 4 pass, we are required to have a vote of the faculty. We are required in order for it to pass the full faculty at least more than 50% of the eligible faculty participating in the vote. The vote has to pass by two thirds of the participating faculty. The timeline is we will have a vote occurring during the week of April 19. EC 4 passes 17-1.

EC 6 is a response to four documents that was passed to us last semester from our Student Government Association. The documents were divided among the subcommittees and we took the responses and the recommendations from the subcommittees and put that as forth as a resolution. Marietta Cameron thought that instead of 4 separate document to have 1 document. The Faculty Senate definitely appreciates the work that our students did as well as the thought and the reflections and definitely the time that our colleagues have taken to respond to those. We have had some discussions as stated on the agenda that there are some questions or concerns to bring those forth in between first and second reading so the document EC 6 has been amended. The changes did not change the recommendations but clarified them.

A motion was made to accept amended EC 6, which was seconded.

Marietta Cameron was asked to read the following statement from the Committee of Tenured Faculty (CTF) into the minutes:

“CTF has concerns with the implementation of senate document EC6 as related to the process of reappointment, tenure and promotion; additional faculty discussion would be valuable.

Sincerely,

The Committee of Tenure Faculty

Dr. David Gillette and Dr. Greta Trautmann (Co-Chairs),

Dr. Deena Burris, Dr. Ken Betsalel, Dr. Doug Miller, Dr. Gary Ettari”

Marietta Cameron wanted to respond that she thinks the CTF is concerned about the way the original language did not clarify that the amended document does. Her understanding is the questions are being placed as part of a pilot study where the questions will be on the SFIs, but the responses will not be shared with department chairs, deans, and Provost - nor shared through the line of evaluation. It will be shared with the individual faculty member and the SFI Review Committee, who will go through, analyze, and make recommendations. There recommendations will be given as a report to FWDC. They will consult with their colleagues in the Center for Teaching

and Learning. This document does not change the review process of reappointment, tenure and promotion. It is a pilot study that will be used to gather information and understand how best to word these questions and how to actually measure this. This work is paying more than lip service to diversity, but actually living the values that we state in our core values that we have on our website and are advertising as what we are about. We have discovered that if you value something, you will accept responsibility to assess it in some way. If you do not assess it, you do not really value it.

Regine Criser thanked everyone for all the work that has gone into EC 6. She just want to share concerns that a colleague has shared with her. A faculty member has expressed concerns about the phrasing of the questions and concern about the wording of the questions being confusing. They expressed concerns about students' different interpretations of what diversity or equity means. They wondered if it might be helpful to provide additional framing for students in responding to these questions, maybe along the lines of providing a DEI statement on a syllabus which his student could then evaluate a class or some other additional framing.

Marietta Cameron thanked Regine Criser for representing our colleagues. She thinks that some of the concerns raised did not happen until today. She received two questions in regards to faculty providing an inclusive environment and the issue of bias against colleagues in terms of diversity, gender, race and sexuality.

Demon Thomas thanked the Senate for addressing SGA requests in regard to

- 1) diversity , equity and inclusion in the classroom;
- 2) racial slurs and trigger warnings in the classroom;
- 3) inclusion of the bias incident report on syllabi; and
- 4) request for early availability of syllabi.

Toby King said Demon's comment reminded him that he just wanted to say on the record that this could be a fairly wacky body who gets involved in a lot of wordsmithing and likes to debate little changes of words and things. He wanted to say that receiving these documents from the Student Government Association (SGA) was very exciting and inspiring. For many of us, we were really proud that we have a student body that considers these issues and brings them to the proper governmental channels. For himself, the spirit of all of them was welcomed with open arms. We were very excited and grateful to be engaging with our student body in this way.

EC 6 passed without dissent.

Marietta Cameron thanked the students for their diligence as well as her Senate Colleagues work for a quick turnaround.

III. Academic Policies Committee:

First Vice Chair Sonya DiPalma

Decision Summaries

***First Reading**

APC 36 Add a new course, AFST 380, Modern Day Slavery
(Tiece Ruffin, Agya Boakye-Boaten, AFST)

APC 37 Deletion of German licensure
(Michelle Bettencourt, LL)

APC 38 Change the description for MGMT 130
(Susan Clark, MGMT)

- [APC 39 Appendix](#) Delete EDUC 315, replacing with EDUC 304, Teaching Global Citizenship Through the Arts, K-6; Delete EDUC 317, replacing with 327, Language Arts in the Contemporary K-2 Classroom and EDUC 338, Language Arts in the Contemporary 3-6 Delete EDUC 219 and 322, replacing with EDUC 323, Inquiry-Based Science, Physical Activity, and Healthful Living Instruction, K-6 Revise the requirements for Teacher Licensure in Elementary Education (K-6)
(Kim Brown, EDUC)
- [APC 40](#) Add new course: LA 115, Self and Community Care
(Jordan Perry, LA)
- [APC 41](#) Add new course: LA 250, Discovering and Developing Grit and Perseverance
(Jill Moffitt, Melanie Fox, LA)
- [APC 42](#) Add new Outdoor Leadership courses:
LA 205, Foundations of Outdoor Leadership Training Program
LA 210, Applications of Outdoor Leadership Training Program
LA 305, Advanced Foundations of Outdoor Leadership
LA 310, Advanced Applications of Outdoor Leadership
(Leah Belt, Wendy Motch-Ellis, LA)
- [APC 43](#) Add new course: LA 110, Rape, Aggression, Defense: R.A.D. Self Defense & Empowerment
(Robert Straub, Kenda Mullert, LA)

Second Reading

- [APC 25](#) Change course description for IST 310: Ideas to Action
(Laura Bond, IST)
- [APC 26](#) Add new course, CSCI 364: Cybersecurity
- [APC 27](#) Add CSCI 329 to the list of data science courses
(Marietta Cameron, CSCI)
- [APC 28](#) Delete EDUC 303 and remove it as a requirement for all licensure areas, reassigning the 2 hours to EDUC 314 and the 43X methods courses
- [APC 29](#) Delete EDUC 434, K-12 Health and Physical Education Teaching Methods
(Nancy Ruppert, EDUC)
- [APC 30](#) Add new course: LL 316, Teaching and Learning Languages and Cultural Expression at Home and Abroad;
Update the Licensure Requirements for Latin and Modern Language Licensure by removing EDUC 316 and PSYC 328, and adding LL 316 and LANG 395, as indicated
(Nancy Ruppert, EDUC; Elena Adell, LL)

[APC 31](#) Add new prefixes for Greek, Hebrew, and Latin;
Delete CLAS 103 and 104, replacing with GRK 101 and 102;
Delete CLAS 305 and 306, replacing with GRK 305 and 306;
Delete CLAS 405 and 406, replacing with GRK 405 and 406;
Delete CLAS 105 and 106, replacing with HEB 101 and 102;
Delete CLAS 101 and 102, replacing with LAT 101 and 102;
Delete CLAS 212, replacing with LAT 212;
Delete CLAS 307 and 308, replacing with LAT 307 and 308;
Delete CLAS 407 and 408, replacing with LAT 407 and 408;
Move CLAS 365 from the list of Hebrew courses to the list of Additional Courses in Classics

[APC 32](#) Revise the requirements for the Classics major:
Concentration in Classical Languages and Literatures;
Revise the requirements for the Classics minor

[APC 33](#) Change the equivalencies for AP and IB exams from
CLAS 101 and 102 to LAT 101 and 102
(Lora Holland, CLAS)

[APC 34](#) Revise the credit awarded for Cambridge International exams
(formerly known as British A Level Exams)

[APC 35](#) Revise the credit awarded for International Baccalaureate exams
(Lynne Horgan)

Sonya DiPalma asked to bundle APC 25 through APC 35, which was seconded.

No discussion nor pulling from the bundle.

APC 25 through APC 35 passed without dissent.

IV. Faculty Welfare and Development Committee: Third Vice Chair Caroline Kennedy
[Decision Summaries](#)

***First Reading**

[FWDC 7](#) Revise Description of the Roy Carroll Distinguished Professorship
(Faculty Handbook [Section 6.4.8](#))

[FWDC 8](#) Revise Syllabus and Class Policies
(Faculty Handbook [Section 5.2.5](#))

[FWDC 9](#) Additions and Revisions to Election Procedures
(Faculty Handbook [Section 10.2.1.3](#))

[FWDC 10](#) Proposal to Establish New Standing Committee SFI Review Committee
(Faculty Handbook [Section 10.4.1.4](#))

- [FWDC 11](#) Proposal to Establish the Institutional Biosafety Committee as a New Standing Committee (Faculty Handbook [Section 10.4.1.4](#))
- [FWDC 12](#) Revise Summary of the Evaluation Procedure I (Faculty Handbook [Section 3.5.4.1](#))
- [FWDC 13](#) Revise Summary of the Evaluation Procedure II (Faculty Handbook [Section 3.5.4.1](#))
- [FWDC 14](#) Revise Summary of the Evaluation Procedure III (Faculty Handbook [Section 3.5.4.1](#))

Sense of the Senate Resolution:

- [FWDC 6](#) Sense of the Senate Resolution in Support of The Diversity Intensive Committee's Request for Resources [Memorandum from D.I. Committee](#)

Caroline Kennedy introduced FWDC's Sense of the Senate FWDC 6. She expressed appreciation to the past and present Diversity Intensive Committees, and specifically, they wanted to recognize the work that the current coordinator Tiece Ruffin, as well as committee members Jen Rhode Ward, Anne Jansen and Sonia Kapur are doing in moving our university forward in terms of supporting diversity and inclusion on our campus. Now more than ever, we need that work done. In this document, we are expressing our support that this committee gets the time and resources needed to engage faculty effectively and to provide these important classes for our students.

A motion was made to accept FWDC 6, which was seconded.

No discussion.

FWDC 6 passed without dissent.

Confirmation of Faculty Conciliator Nominees

(Upon approval of the Faculty Senate, the names will be forwarded to the Student Government Association who selects the Faculty Conciliator to fill vacant position for term 2021-2023)

Caroline Kennedy explained that each year Faculty Senate approves a slate of candidates for Faculty Conciliator for SGA. For those of you who are unfamiliar with this process, the faculty conciliatory is chosen each year by SGA from a list of two full time faculty that are submitted by the Faculty Senate. The two faculty members have both expressed interest: Pamela Laughon and Gregory Boudreaux. A motion was made to accept this slate of nominees to be forwarded to SGA, which was seconded. The slate of nominees passed without dissent.

- V. Institutional Development Committee / UPC: IDC Chair Jinhua Li
[Decision Summary](#)

Jinhua Li reported that IDC submitted a proposal for a Handbook change regarding SSB 020-017 to support the resolution to put information of the Bias Incident Report on syllabi to raise students' awareness of this document. There is evidence that continued support to promote issues of equity, inclusiveness and diversity also promotes students awareness of self-advocacy.

Marietta Cameron welcomed Chancellor Nancy Cable, Provost Kai Campbell and Vice Chancellor of Finance John Pierce to give to Faculty Senate the UNCA Revitalization Plan Presentation and Update.

Chancellor Cable began by thanking Senate Chair Cameron for her invitation to present today. She had three announcements before she start the presentation:

1. Our vaccine site yesterday gave its 10,000th shot, and we are very proud of the way this vaccine site has served the needs of our community. She wanted to give a special thanks to all who volunteered including the student leaders who have also volunteered. She thanked especially Heather Parlier, Sarah Broberg, and Shannon Earle who have provided all the coordination for this effort along with David Weldon. She is mighty proud of what we have been able to accomplish through this.
2. We are currently rethinking our initial statement about commencement because we have had quite a few parents and students ask us to go back to some of the original thinking about having commencements all socially distanced on the quad outside should the weather cooperate. Sometime in the next 24 hours, an updated memo will go out to faculty, staff, students, and our graduating student, parents and families about our plans. She asks that we all bear with them while we try the best way to comply with all the governor's requirements on us and still provide a student-centric, special celebration. She wanted to express my heartfelt gratitude to all of you for all we have been through over the last 13 months. It is nothing short of incredible what we have been able to do as a community, but especially to our faculty, the leaders in CTL, and Provost Garikai Campbell for coming together to lead us through this very serious pandemic.
3. The work of the Honorary Degree Committee this year will name four Honorary Degree Recipients are as follows:
 - a. For the Chancellor's medallion the highest honor given by the university, we will be honoring Representative John Lewis post humorously, and there will be a representative of his family and foundation here to be a part of these ceremonies and to make remarks to the graduating class.
 - b. Mel Chin, architect, framer, and artist working with our Wake exhibit that appeared as still the largest sculpture available to public viewing in Times Square.
 - c. Joy Harjo, distinguished and widely acknowledged poet. She is Native American and will be a part of our ceremony.
 - d. King Prather, a three-time UNCA parent, longtime trustee including having been trustee of UNCA board of trustees, and now the governor's director of diversity efforts for pipeline development in teacher education across the state.

Chancellor Cable is very pleased with the work of the committee and thanks to all of you who provided nominations.

Chancellor Cable began the presentation of the updated revitalization plan for the university by stating that she believes that we are a vital place in many, many ways. However, all of us have realized that over the last eight to 10 years that we have had real stresses on our financial situation, on our salaries, on our lack of salary increases, and on our ability to hire and retain diverse faculty and yet move forward with intention for a critical mass of diversity in hiring faculty and staff as well as a critical mass of diversity in our student body. Through common ground sessions in 2018 and 2019, many of you have had a chance to contribute to this plan. COVID tabled our efforts for the last 12 months, but a new opportunity has come to make our case downstate to both legislators and the UNC system.

We will be arguing for three things that are the pillars of our presentation:

1. Stronger fiscal strength and capacity for the organization, and for our institution at large.
2. The opportunity to evolve and innovate our academic strengths and academic pedagogical purposes.
3. To broaden and deepen our public private purpose through more robust engagement with regional and state needs.

The reason this is our moment now is that changes in the UNC system have brought a renewed sense of interest in what is happening at UNC Asheville where President Hans is asking how can we help to strengthen the institution, especially recognizing how underfunded UNCA has been since 2009-10. We have not grown in student enrollment. In fact, we have declined, we have had a significant culture of scarcity, and we have seen student attrition, the dropping out or transferring increase over these last 10 years.

She hopes in sharing this plan before we share it with members of the UNC system staff will earn your trust. We will continue as hard as she can to work for open, candid shared governance and the sharing of our situation and our opportunities. Chancellor Cable, Provost Campbell, and Chief Financial Officer John Pierce want to share with you exactly what we will be presenting. We have the help and support of two Board of Governors members who have approached us just in the last three or four months to say, "We understand things are difficult at UNC Asheville. How can we help?" These two Board of Governors members have spent time with our trustees, they have learned a lot about our financial situation, and some of our aspirations. They will join us in our presentation next week to President Hans and others. She, John Pierce and Provost Campbell shared today financial information they will be presenting. Chancellor Cable opened the floor for comments and questions.

Regine Criser pointed out that we do not necessarily determine what we can spend on our students. That number is determined by a combination of enrollment and state appropriation that keeps us from spending the similar amount of money on our students as other campuses.

Until 2012, UNC Asheville had what was called a special funding designation because of our special mission. We are a small by design for we are humanities and liberal arts focus, and

we have among the best faculty in the entire system. Yet, in 2013, that special funding was stopped by the Board of Governors, and we have felt that loss because they control so much of what we have as a per student educational funding support.

Next, the presentation moved to enrollment. We have worked to turn admissions around over the last two years and this year, we have seen 1000 more applications than we have had over the last number of years. She knows with our new leadership in admissions, we will see over the coming years a return to some strength that does not mean elitism. It means helping the market to understand that we are here for all students, and we are a place of academic rigor and student success support. The greatest concern of President Hans and some of the Board of Governors is right now only about 40% of the students who start here as first time students actually graduate in four years. It is one of the biggest issues that they are asking to address. Part of this is the growth of Western Carolina University's NC Promise where the cost of tuition is 10% of the tuition that we charge. Their enrollment has grown from 9,000 to 12,200 students due to this 90% discount. We are looking for ways to compete with this real significant competition in this region.

Chancellor Cable turned from the bad news to move forward with good news. Where are we going? What do we have the opportunity to do? She reminded that this is an overview for there is a lot to be determined by all of us before we actually have an eight-year plan moving forward. However, we do know we must do three things for it is expected of us from the system:

1. We must increase our fiscal strength and capacity through growth and innovation and additional efficiencies.
2. We must innovate and modernize our academic programs in ways that we all together in shared governance will decide.
3. We must deepen and broaden our public purpose and impact across the region and the state.

How will we build fiscal capacity? First, we would strengthen retention and graduation rates and adding up to four Hallmark master's degree programs that would have up to eventually 50 students in each. We put here such Masters such as public health, which is already underway and was approved by this body over a year ago. Other possibilities could be Environmental and Climate Resilience, Engineering and Mechatronics, and Creative Writing. This could include others that we will need to discuss. Perhaps, some of these will be replaced with others that we would prefer. Again, through shared governance discussions with Faculty Senate.

Second, we will create a culture of philanthropy to meet and overcome this culture of scarcity. 2027-28 is our 100th anniversary and sometimes such moments can motivate donors. We have set forward our comprehensive campaign. They will share many of the ideas from that campaign with Faculty Senate soon from the success of this campaign. We will increase our revenue generating enterprises through increased summer programming and private/public partnerships, as well as the millennial campus designation, which will allow us to keep more of the funds that we bring in through our campus activities, including summer programming. These are some of the examples of how we will build fiscal capacity and resilience.

Second, we need to reclaim our distinction for all of the goodness and the superior work that is being done, particularly here academically. We have some strengthening to do in the

student life experience in diversity, inclusion and belonging. This will allow us to prompt some further curricular innovations that frankly, over the years we have been known for, strengthen our ability to meet UNC system strategic priorities of rural enrollment of graduation rate. We need to strengthen faculty recruitment and retention and re-establish as strong market with institutional identity not just among students, but also with faculty and donors. Provost Campbell, Regine Criser, and Jeff Konz and others have been working to recover our market position and enrollment strength while adding diversity to our student body.

Provost Kai Campbell said that one of the most important things in terms of our mission is the outcomes of that we that we provide for our students achieving student success. Faculty excellence is central to that. First and foremost, strengthening faculty excellence means addressing compensation – salary and other items like housing. We operate in an extraordinarily expensive living environment. One of the ways to address compensation is using our land to help build opportunities for faculty to have housing that are better than the market rates nearby. Other creative ideas will need to be developed for addressing compensation is a key critical component of addressing faculty excellence in our ability to recruit and retain an excellent faculty. We have talked about reshaping teaching over the past couple of years, thinking about faculty workload. We know that we have the highest mandated workload in the UNC system with a 4/4 or a 24 credit hour load. We also know that that those that we are making this case to are not aware of this and we have to understand how to educate that group on what it means to do the work that we are doing. Part of what we are saying and reshaping the teaching is to say that we are doing outstanding great work when we work with students on research projects, engage in community-engaged learning, and helping to develop our students as leaders in so many ways. Let us count all of the work that we are doing in those high impact practices as part of our teaching load so making the request for reducing teaching load does not sound like we want to not work as much, but rather acknowledge the hard work that we are doing across the many ways in which we are engaging students, not just in the traditional classroom.

Provost Campbell relayed also that in order to have an excellent faculty, we need to increase the faculty diversity. The resourcing is going to be critically important.

Another big point is making sure that we are evolving our academic programs to strengthen our institutional cultural identity and the ways in which we are providing students support. We are looking to resource how we engage in retention-driven work both in terms of using the best sets of tools like predictive analytics, expanding our success coaching, thinking about the ways that we support various sub communities, and underrepresented students. We need to think about how we do that through advising success coaching with faculty and professional staff in Global Studies, Career Center, and other areas where we are adding value to the students experience here.

We need to be thinking about how we expand graduate and undergraduate programs. There are many possibilities here that we need to explore. We know there are students interested in getting a Bachelor's and a Master's degree through three plus two program like the partnership with Essex that we are just getting started. These are market-driven and mission-driven that that can really help attract new students to UNC Asheville.

In addition, there are over a million students in North Carolina alone who have some college but have not completed their degree. How can we think about that population? Is there a place for us as the system's only dedicated liberal arts institution to really provide something

for those students? Provost Campbell believes that this is something that the UNC System is very interested in thinking about.

We know how very important it is to have the right physical infrastructure. We know that there are spaces like the Justice Center and other athletic facilities, Ramsey Library, Lipinski and Rhoades/Robinson Hall, in particular, that are part of our academic quad that really need to come into the 21st century. They need to be transformed, whether that means renovating them or tearing them down and building something entirely new. Those are really big capital needs that we think are important for us to be successful. We need to add to our athletic facilities like our track is not a track that we can host any events on and needs upgrading. Similarly, we need to work on our baseball complex. These are the kind of physical spaces that we think have a big impact on our ability to do the work that we need, attract students, and, be successful with student outcomes.

Provost Campbell turned the presentation over to Chancellor Cable for the third element: to broaden our state and regional partnerships. These are a series of ideas that would need to be curated to fit with what we wish to do as a community and how we wish to be known while there are some ideas already underway.

We are proposing that UNC Asheville be the home of an Asheville Ideas Fest in a style of a South by Southwest or Atlantic Fest Conference of global leaders that happens annually. We could partner with a number of organizations like Blue Cross Blue Shield and MAHEC. This has been considered in the State of North Carolina for over 20 years and was originally conceived to happen in Wilmington. Now some state leaders have approached Chancellor Cable asking why can't we support UNC Asheville as the home of the Asheville Ideas Fest. To achieve the Millennial Campus Designation allows us to enter into more creative and higher impact public/private partnerships. Perhaps the best one that we could suggest might happen is to address the two-decade-old dilemma of what to do with Thomas Wolfe. If the university could be able to build a cultural and performing arts center on the land that we own across the street from Broadway on Broadway, this would allow us both to have an entity there that houses our Drama and Music departments but other Performing Arts areas. This could be the home of all sorts of diverse cultural locations for many of our community groups. It would also include the possible building of an outdoor amphitheater for performance and speeches. There are many creative possibilities for cross-discipline uses contributing to diversity, equity and inclusion. The Millennial Campus Designation might allow us to engage with other partners in order for our university to serve the needs in the region. This would also allow collaboration with North Carolina Community Colleges to accelerate the completion of the BA and the BS degree in any number of areas.

These are the few that we picked out to mention for they will ring very happily with some of the leaders and the Board of Governors looking to learn more about our growth and the impact of our partnerships.

What do we need in this moment of opportunity for UNC Asheville? This is what we will be asking of the system:

1. Reestablish our special state funding designation to the amount of \$10 million a year.
2. Allow a recurring plan that allows us to upgrade our salary adjustments that have not been allowed to happen because we did not have growth to stabilize and reduce our employee turnover because of Asheville high cost of living and poor salaries in recent years. We would make these changes over a number of years to supplement whatever the UNC system or the governor's budget allows us to do.
3. Support a new talent scholarship for 100 North Carolinians to come 25 per year across all four classes particularly to outreach to rural first generation and underrepresented students. This would be a part of our financial aid to be compensatory to us in light of NC Promise having such a major impact in our area.
4. Expand our market by allowing in-state tuition for students recruited within 200 miles of our border: north, west, and south Georgia, South Carolina, Tennessee, and Virginia.
5. Allow us to have a cap of 25% of our students out of state. We certainly would be able to strengthen our market position and compete fairly against NC Promise with this in play.
6. Support our Millennial Campus Designation, which John Pierce and Chancellor Cable will be asking for the Board of Governors on the 21st of April this year.
7. Support for the creation of our four new market driven master's programs.
8. Support for our urgent capital needs. Our residence halls and our Student Activities areas are in good shape. Basically, our athletic areas and fields need upgrades, particularly track and baseball. However, our academic areas need to have the best facilities possible. We want to launch funds that would create through a match from the state something we are calling the UNC Asheville Trust that would eliminate or reduce debt for 25% to 30% of each entering class. This will expand the partnerships with North Carolina Community Colleges.

What might be the outcomes that we continue to claim our rightful place as a distinct high quality, productive, fiscally strong UNC System University?

1. We will have significantly greater fiscal strength and capacity through the things that we have discussed.
2. We aim to become the number one public liberal arts university in the nation. Currently, we are number seven.
3. Market-driven curricular programs will continue to have distinction and reputation. Market-driven curricular programs still rooted in our humanities core in our Liberal Arts and Sciences curriculum.
4. Broaden our impact to North Carolina through new partnerships.
5. Annual attainment of the UNC system priorities
6. Become known, again, in important ways as the gem of the UNC system.

They thanked Marietta Cameron and the Faculty Senate for listening to their presentation. They welcome any comments, critique, or ideas that you have before they present this next Thursday. After they have presented it, they will send Senate a revised version based

on what they have heard or changes in data. They will keep Faculty Senate closely posted as this document comes forward as simply an initial statement of where we believe this institution has been, is in many ways, and needs to strengthen itself as a key University, not just in this region, but in this around this globe. Chancellor Cable will spare no effort to make this case, and she is ably assisted in this way by Provost Campbell's brilliance and by John Pierce's very good financial acumen. She opened to the floor.

Jessica Pisano said that she appreciates this so much. The presentation is very helpful. Her question was when is this going to be revealed to the faculty as a whole and the staff as a whole.

Chancellor Cable said that next week they would present with the two members of the Board of Governors and with her boss, President Hans and his UNC system staff. Shortly after that, Jinhua Li and Chancellor Cable will be organizing the University Planning Committee that has not met for some months now. They will present to UPC for more discourse, critique, and comment. Then they will present to the alumni group, the Board of Trustees who have already heard this, and SGA, If Demon Thomas decides he would like to have this docketed. Other groups including those who may as departments want to have private conversations with the Chancellor and the Provost can be arranged going forward. Coming to the end of the semester, there will be work done on this over the summer. Chancellor Cable promise to keep Faculty Senate up to date.

David Clarke asked if there is demographic change coming. One of the big challenges before us is what is called an enrollment cliff of North Carolina high school graduates in the spring of 2023. There has been growth here in the state with high school graduates since the 1970s. In 2023, we hit a precipitous peak and begin to decline precipitously, with a number of students. That is one of the reasons we are asking to expand beyond our Western borders for in-state tuition possibilities to recruit more students.

Chancellor Cable turned the meeting back over to Senate Chair Marietta Cameron with great gratitude that she gave them this much time on the Senate Agenda.

Marietta Cameron thanked Chancellor Cable, Provost Campbell, and Vice Chancellor John Pierce for their presentation that shows they have done a lot of work. She thanked them for sharing bluntly the status that we are in as well as the ideas and plans they have for working together making sure they go through and have Senate support and input as well as faculty's overall support. She appreciates their transparency

VII. Old Business / New Business / Adjourn

Marietta Cameron adjourned the meeting at 5:30 p.m.

Chat:

15:08:36 From Senate EC Zoom License fseczoom@unca.edu to Everyone : Agenda:
<https://www3.unca.edu/facultysenate/2020-21/FSApr12021agenda.pdf>

15:09:34 From Senate EC Zoom License fseczoom@unca.edu to Everyone : Voting Sheet:
<https://www3.unca.edu/facultysenate/2020-21/VOTING%20SHEETforFSApr12021.pdf>

15:28:27 From Nancy Ruppert to Everyone : Thank you Evelyn.

15:28:32 From Jinhua Li to Everyone : Thank you so much Evelyn!

15:29:40 From Jinhua Li to Everyone : may I speak?

15:29:48 From adunn to Everyone : Just a huge thank you to Evelyn

15:30:01 From Jessica Pisano to Everyone : Thank you, Evelyn. I, too, am sorry if my actions have ever indicated a lack of support.

15:30:04 From Dr. Tiece Ruffin (she/her) to Everyone : Thanks, Evelyn. Appreciate your heartfelt sentiments and call to action!

15:30:40 From Michelle Bettencourt to Everyone : Evelyn I appreciate your willingness to speak up and out.

15:32:28 From Ashe Cosette to Everyone : Thanks, Evelyn. Strength in resilience.

15:32:36 From Susan Clark Muntean to Everyone : Thank you, Evelyn and Jinhua, for taking a stance and giving the institution an opportunity to dramatically increase support for our AAPI students, staff and faculty.

15:32:50 From Nancy Ruppert to Everyone : @susan Agree

15:33:43 From Jinhua Li to Everyone : Thank you Susan! & Nancy!

15:33:52 From Michelle Bettencourt to Everyone : second

15:34:20 From Evelyn Chiang to Everyone : Thank you all, for hearing me, and for your support.

15:34:47 From Brian Hook to Everyone : Thank you, Evelyn. Thank you, Jinhua.

15:35:46 From Jinhua Li to Everyone : Thank you Brian!

15:36:45 From Dr. Tiece Ruffin (she/her) to Everyone : There is a racial reckoning in this country . . . a rallying cry . . . across racial/ethnic lines and many are suffering, in deep pain . . . many are unheard and are under threat everyday! Ongoing racial trauma is real. Appreciate your courage and bravery! Not just heard, but listened to Thanks to Evelyn and Jinhua!

15:37:21 From Jinhua Li to Everyone : Thank you Tiece!

15:43:53 From Dr. Tiece Ruffin (she/her) to Everyone : woohoo! @ Demon :) Thanks, the best Africana Studies Intern! Enjoyed the inauguration ceremony last week.

15:44:09 From Michelle Bettencourt to Everyone : Gracias, Demon!!

15:44:45 From Demon Thomas to Everyone : Thank you all!

15:53:42 From Emma Anderson (she/her) to Everyone : As an FYI - you can visit this website to learn about the many services offered through our faculty & staff assistance program, such as legal support.

15:53:44 From Emma Anderson (she/her) to Everyone : <https://hr.unca.edu/services/benefits/faculty-and-staff-assistance-program/>

15:53:54 From Lora Holland Goldthwaite to Everyone : My pleasure!

16:00:33 From Dr. Tiece Ruffin (she/her) to Everyone : Lisa, do you see mine now?

16:03:10 From Senate EC Zoom License fseczoom@unca.edu to Dr. Tiece Ruffin (she/her)(Direct Message) : yes, thank you

16:03:36 From Jake Butera to Everyone : I have a question

16:05:50 From Regine Criser to Everyone : I have a comment

16:08:53 From adunn to Everyone : We often include friendly ammendments

16:10:41 From Demon Thomas to Everyone : thank you for addressing SGA requests in regard to 1) diversity , equity and inclusion in the classroom; 2) racial slurs and trigger warnings in the classroom; 3) inclusion of the bias incident report on syllabi; 4) and request for early availability of syllabi .

16:12:03 From Toby King to Everyone : May I speak?

16:14:08 From Dr. Tiece Ruffin (she/her) to Senate EC Zoom License fseczoom@unca.edu(Direct Message) : Great, thanks Lisa!

16:16:17 From Caroline Kennedy to Everyone : Agree with Toby!

16:17:15 From Demon Thomas to Everyone : I appreciate faculty senate's prompt and thoughtful responses. SGA will review your responses, thank you!

16:21:21 From Susan Clark to Everyone : I get the same response

16:21:30 From Dr. Tiece Ruffin (she/her) to Everyone : THought it was me
16:21:31 From Senate EC Zoom License fseczoom@unca.edu to Everyone :
https://docs.google.com/forms/d/1meC_GzqMcQLUcM6GxGvtgbieVxvB4nPco_LdGiRjX7Q/edit
16:22:31 From Dr. Tiece Ruffin (she/her) to Everyone : worked for me!
16:22:51 From Jessica Pisano to Senate EC Zoom License fseczoom@unca.edu(Direct Message) : I vote yes
16:22:58 From Marietta Cameron (UNC Asheville) to Senate EC Zoom License fseczoom@unca.edu(Direct Message) : Lisa, Just count me as aye.... I will get it later
16:23:05 From Jinhua Li to Senate EC Zoom License fseczoom@unca.edu(Direct Message) : still cannot vote
16:23:17 From Jessica Pisano to Senate EC Zoom License fseczoom@unca.edu(Direct Message) : Can't access the form for some reason.
16:23:23 From Demon Thomas to Everyone : Everyone take care! Much blessings, have a wonderful afternoon.
16:23:23 From Sonya DiPalma to Senate EC Zoom License fseczoom@unca.edu(Direct Message) : I vote yes. Link isn't working for me.
16:23:43 From Senate EC Zoom License fseczoom@unca.edu to Everyone : editors have to do the extra step
16:23:58 From Elena Adell to Everyone : Thank you!!
16:23:59 From Nancy Ruppert to Everyone : Thank you Faculty Senate and in particular APC!!
16:24:07 From Lora Holland Goldthwaite to Everyone : Thanks, all
16:27:20 From Dr. Tiece Ruffin (she/her) to Everyone : Thanks Senators and thank you very much FWDC for your unwavering support!
16:29:14 From Caroline Kennedy to Everyone : Thank YOU, Tiece and DI committee!
16:48:31 From Regine Criser to Everyone : That means what we CAN spend on students, yest?
16:48:42 From Susan Clark to Everyone : Nailed it! Thank you Chancellor Cable and team for tracking this data and raising the flag to advocate for UNC Asheville and her stakeholders.
16:51:38 From Dr. Tiece Ruffin (she/her) to Everyone : Others are HBCUs except UNCSofArts - interesting. Thanks for this data!
16:52:53 From Brian Hook to Everyone : What does that \$28.9K per student represent, exactly? Is that per annum or for 4 years?
16:53:14 From Nancy J. Cable to Everyone : per year Brian
16:53:32 From Brian Hook to Everyone : Wow. Thank you, Chancellor.
16:56:05 From Volker Frank to Everyone : What enrollment changes, if any, do we envision for the next, say, 5 years?
17:27:37 From Jessica Pisano to Everyone : Thank you, Chancellor Cable and Provost Campbell, for your work on this impressive plan. Will this plan be shared with faculty tomorrow at the town hall?
17:29:25 From adunn to Everyone : Amazing presentation. Good to learn so much
17:29:55 From dclarke to Everyone : Are there demographic challenges; I.e. a shrinking pipeline of college-bound hs graduates?