

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE MEETING VIA ZOOM MINUTES
October 8, 2020; 3:15 pm

Members 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, T. King, J. Pisano, T. Ruffin, J. Zunguze, G. Campbell.

Members

Excused: J. Brock.

Visitors: N. Cable, E. Anderson, C. Augustyniak, L. Bond, S. Broberg, T. Burns, L. Cornett, M. Galloway, B. Haggard, B. Hart, L. Hewitt, M. Himelein, H. Holt, L. Horgan, S. Jamison, K. Kaur, H. Parlier, T. Rizzo, J. Rhode Ward, S. Shepard, A. Shope, D. Traywick, S. Ungert, K. Zubko.

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

II. Approval of Minutes: [September 3, 2020 3:15 p.m.](#)
Passed without dissent.

III. [Standing Rules and Rules of Order Approval](#)
Passed without dissent.

IV. Executive Committee: Faculty Senate Chair Marietta Cameron
[EC 2](#) 2020-2021 ACADEMIC CALENDAR – Revised as of 10.8.2020
Sense of the Senate Resolution Approving Revision to the 2020-21 Academic Calendar in light of UNC System Office Decision October 8, 2020

Marietta Cameron first explained that EC 1 is no longer on the agenda for the Executive Committee decided after receiving feedback from different senators who asked for subcommittee discussions on the resolution since all three subcommittees are affected by EC 1. IDC has put forth their feedback and now waiting for FWDC and APC to have their discussions. Once those reports are received, EC 1 will be placed on the agenda for full Senate approval.

They have also been looking at updating our Faculty Senate Constitution to be in compliance with UNC system policy. This as well as other initiatives from last year's Senate's Town Hall have not been forgotten. Marietta assured her colleagues that those initiatives have not fallen by the wayside due to the pandemic and initiatives will continue to be put forth.

In terms of the UNC Faculty Assembly, the Senate Chairs Committee met regarding the updating of the 2005 Shared Governance document. The Faculty Assembly delegates have all voted on that document and hope to be distributing that document around soon. There is also a document to be shared with IDC on budget principles.

Marietta Cameron wanted to acknowledge that there was a feeling of surprise at the last meeting of having a resolution coming in within 24 hours of the Senate meeting. In this meeting, we have an additional resolution coming in under similar circumstances. We hope not to have this situation, but with the pandemic, we are in a situation where UNC System office timing has us having to move quicker. Today we have a revision to our present academic calendar. Marietta Cameron reminded the senators to review EC 2 through the lens that faculty are about to start on Monday, October 12 advising our students regarding Spring Semester schedules. We were just notified today that J-Meister is not going to be possible and we are looking at starting the semester on January 19 instead of February 3. Marietta Cameron invited Provost Campbell to give the details of this revision.

Provost Kai Campbell said the news about J-Meister is obviously challenging and disappointing news. This will mean some reworking of schedules. What has happened is we got word a couple weeks ago from the System Office that there were some concerns about the possibility of having a non-standard term would impact federal aid in such a way that would change our classification / category of aid institution. When we did some checking on this, we thought that as long as we were not in a position of offering federal or state aid, we were basically avoiding any issues or any concerns. However, there is a regulation that suggests if we offer a term that is not associated with either a fall or spring term, the category of Pell Eligibility would change in such a way as to create some problems for us. There were several institutions in the system considering these January terms and some will go forward with this by offering the opportunity without charging. The issue for us is we are not able to offer the January term without charging students a fee to cover costs such as faculty instruction. A few days ago, the System Office offered some guidance that we could offer what is called an intercession if we associated it with the fall or spring term and we could charge for that offering. This seemed to be our answer until we realized how impossible the implementation would be in our current environment. The bottom line is we do not see a way forward and that is pretty much system wide for no one really sees how to actually implement it. Those who are moving forward are linking it to spring term and not charging for it. For us, that is not viable.

Because of this, it is most prudent to move the spring term back from a February 4 start to January 19. January 19 is the day after Martin Luther King Jr. Day. Although there is more work to make this happen, this is basically moving the calendar over. Provost Campbell is proposing that we approve this revised academic calendar to move the start date to January 19. We need to do this very, very quickly. We are responding as quickly as we can based on this new information.

Marietta Cameron directed the Senators attention to the EC 2 resolution on the agenda. She asked for and received a motion to accept Sense of the Senate Resolution EC 2, which was seconded.

Discussion:

Brian Hook brought up that postponing the semester was not just to accommodate the J-Meister, but because of COVID that has not changed. Why do we not just keep the semester at February 4?

Provost Campbell replied that Brian Hook makes a great point. Originally, they looked at perhaps a January 11 start date giving ourselves a good solid two weeks after the holidays. There is a tension between not starting too early when holiday events are still going on and not extending the time away from students since the last day in fall is November 20. We need to balance the time away for students. Almost all the institutions in the UNC System have their start time as January 19, as well. We also want to make sure that we do leave room for May-meister on the other end of Spring to complete this term in enough time to actually have the three terms that we have had traditionally in the past. We are balancing a number of different factors. We think that this revised calendar does accommodate the health concerns to the extent that they are linked to any issues related to gatherings over the holidays. It does mean that we are starting about two weeks earlier, but we think that this achieves the right balance.

Marietta Cameron asked the senators to understand that this resolution was written today and asked them to please note with the rationale and recommendations that are being put forth. We are asking that the January session of 2021 be removed and that the Spring 2021 calendar be adjusted with classes beginning on January 19. The details of that adjusted schedule will be determined with our senior leadership and our Academic Policies Committee. Due to the quickness that this needs to be turned around, we are asking that Senate look at the details of the full calendar as soon as those come in and take the vote electronically. No further questions or concerns. Marietta Camerson asked for a vote. EC 2 passed 13-1-1.

Cybersecurity Awareness Training
rescheduled for October:

Timothy Burns,
Information Security Officer

Mr. Timothy Burns spoke about Cybersecurity Awareness Training. Mr. Burns said Security Awareness Training would be rolling out for faculty this month. The UNC System has required that all institutions implement a security-training program. Ours will be done via SANS which is hosted on an LMS system known as Litmos. It will consist of four modules that should only take 15 minutes and covers general best computer practices to keep in mind including IT security and phishing awareness. They will send an initial welcome email with a link to the training and reminders will be sent from the Litmos LMS program.

In terms of the departments, would they be able to ask you their questions or request a visit of you to the department? Would that be possible? Mr. Burns said yes, absolutely. They would definitely like to do that

In conclusion, Timothy Burns wanted to thank and relay appreciation from what he has seen, everyone is doing a very good job in regards to phishing. Many times, ITS has to rely on the users to let us know of anything that is coming down the pipe because you cannot see everything. From what he has seen, we have done a really good job. He wanted to say he appreciates the campus community's attentiveness.

Student Government:

President London Newton

Sam Shephard said that a few weekends ago they had their Association of Student Governments (ASG) meeting for September. ASG is representatives of all 17 UNC system schools student governments. Our campus' SGA's October meeting is this coming weekend. At their last meeting, relevant items that happened were the Government Outreach Committee met and planning for a group of student representatives meeting with state legislators at the end of October to do some advocacy work. Although they are still hammering out what those issues on our campus will be, they are expecting that one of them will definitely be the federal changes to the Title IX policy.

Their Budget and Finance Committee met and unanimously passed their budget for the year. The money that would normally go to us traveling has now gone to set up fellowships for UNC system schools. Students who are underclassmen are encouraged to apply. They will be doing research work to figure out what resources and initiatives each campus needs. They will be given money to compensate them for their planning work as well as the initiatives that they plan. The applications for this semester have already happened, but applications will happen again next semester. Currently, we do not have any UNC Asheville fellows so if faculty have any interested students, please pass this information to them for it is a great opportunity for our students.

The Campus Outreach Committee also met. They plan our Spring Initiative Week. Last year, this event was cancelled when student were sent home, but they have decided on a theme and updates will be coming soon. We found out that other campuses have provided their students with mental health days in the spring semester, which we found to be a very good idea. A few of our senators and executives met with Provost Campbell recently to talk about that.

Finally, our ASG president, UNC Asheville student Isaiah Green, sits on the Board of Governors. Our SGA President is on multiple committees in the Board of Governors but does not have a vote and work to advocate for the vote for this position has never come to fruition. There is a new push for that and legislation is coming to SGA in support of that here and at all the other 17 institutions. Other schools are expected to also pass similar legislation so there will be lobbying at the institutional and higher levels.

They had Student Rights Week last week that was a success. She thanked everyone who helped out with any of those events.

Finally, we have some exciting legislation being drafted that will require some action from Faculty Senate. We are going to abstain from discussing it until we have our first reading of it, but just be on the lookout for that. No questions.

Staff Council:

Chair Emma Anderson

Emma Anderson introduced herself as the new Chair of Staff Council. She works in the Advancement Shop in Alumni Engagement and Annual Giving. Their top priorities and initiatives they are working on right now:

- They have been advocating for an Ombuds Representative for a few years now. They are currently working with Jasmine Taylor to put together a proposal for moving forward. There are exploring a few different models and looking to potentially partner with OLLI, the retired faculty or/and administrators to find someone who could serve as an Ombuds Representative. Potentially, they are looking for someone with a background as a lawyer. They hope the position would be a stipend model. In their upcoming Staff Council meeting, they will be presenting a budget line for this initiative. They would like help from Faculty Senate to identify some retired faculty who may be good for that position. They are also open to potentially connecting with your Faculty Ombuds to kind of learn about how they communicate with your faculty about these opportunities.
 - They are working on their second forum of the year, which we were looking to host in December. This year will be virtual. They are determining topics
 - Volunteers Jordan Kerry and Adam Hewitt are going to be hosting a zoom space for staff to discuss work / life balance, which is inspired by the CTL think tanks that Lyndi Hewitt has been hosting and they are going to work with the CTL to have a learning circle in the spring focused on that topic.
 - They have internal trainings coming up for Staff Council. We are working with London Newton on the De-escalation training.
 - They are also working on wrapping up an outline for an Anti-Racism Workshop.
 - They are also looking to do a Day of Service that Corey Anderson is organizing through the Key Center.
 - The Erskine Bowles Staff Service Award is now open through November 13. Anyone can nominate a staff member for that. If you have an Administrative Assistant or somebody that works within your department that you want to nominate, apply at [this link](#).
 - They are also working with Heather Parlier and Brian Davis to take what was originally the CSAC scholarship and rename it the Staff Council scholarship. The scholarship is offered to dependents children and relatives of our staff members. They are looking to tighten up those parameters as well as the best way to make sure the scholarship is utilized each year.
 - They are conducting a multi-year review of our bylaws that they will wrap up at their next meeting. They are working with Heather Parlier to make those a little bit more flexible. They ran into quite a few challenges trying to follow our bylaws in the midst of a global pandemic so they are working to provide protocol documents that will help future councils function more easily.
 - They are working on migrating their website.
- No questions.

Faculty Assembly Executive Committee: Representative at Large Melodie Galloway
[Melodie Galloway's Report to Faculty Senate](#) [UNC System Faculty Assembly Website](#)
[Update on Digital Learning](#) [Digital Course Enhancements: COVID 19 Response](#)
[Mental Health Services that Support Student Success](#) [UNC System Racial Equity Task Force](#)

Questions:

Regine Criser asked since Darryl Allison, the Equity Task Force Chair, has resigned from the Board of Governors and from this task force, how might this impact the work of the task force.

Melodie Galloway deferred to Provost Campbell who is a member of the task force since she has been assigned to two other committees in Faculty Assembly.

Provost Kai Campbell said the work is going to continue. Governor Reginal Holley <check name spelling> has been named as the replacement chair. We will have our first subcommittee meeting since that announcement next week. The expectation, as he understands it, is that the work will continue meaning where at their next meeting they will talk about the early feedback from the survey results. The language they have seen coming from the system office also suggests that things are continuing.

- V. Academic Policies Committee: First Vice Chair Sonya DiPalma
- First Reading** [Decision Summaries](#) [APC Memorandum 2020-21](#)
- [APC 2](#) Change course requirements in the Arts Management and Entrepreneurship (AME) major concentration within Interdisciplinary Studies (Laura Bond, Melodie Galloway, IST/AME)
- [APC 3](#) Remove ART 122 and ART 133 as a prerequisite or corequisite for ART 144 (Tamie Beldue, Jackson Martin, ART)
- [APC 4](#) Adding a Dual Degree Option with the University of Essex to the Political Science Major (Linda Cornett, POLS)

Sonya DiPalma presented the three documents for first reading. Please note a link above to the decision summaries that gives a recap of our rationale for approving these documents. Contact Sonya DiPalma with any questions. You will also notice the link to the APC memorandum, which deadline for proposals submission is coming up. The deadline means is October 12 to submit proposals documents for consideration for the next academic year (2021-22). We are going to try something a little new this year and send out a reminder a couple weeks before our November Faculty Senate meeting. If we can answer any questions of fact prior to Faculty Senate meeting, we would like the opportunity to do so. Thank you.

Marietta Cameron encouraged everyone to please read the documents and give your feedback / concerns with the appropriate subcommittee chair before the Senate meeting.

- VI. Faculty Welfare and Development Committee: Third Vice Chair Caroline Kennedy
- First Reading** [Decision Summaries](#)
- [FWDC 1](#) Revise First Year Colloquium Coordinator Faculty Handbook 10.5.15 (SD0217F)
- [FWDC 2](#) Revise First Year Experience Advisory Committee Faculty Handbook 10.4.37 (SD6618S)

Caroline Kennedy presented two FWDC documents that are up for first reading. They are both related to changes to the position and language in the handbook about the former first year colloquium coordinator position. She also invite faculty and staff to send her emails with your comments or questions about those documents.

- VII. Institutional Development Committee / UPC: Second Vice Chair Jinhua Li
[IDC 1](#) Sense of the Senate Resolution to institutionalize and implement
the Land Acknowledgment Statements with the Eastern Band of
Cherokee Indians (EBCI)
[Land Agreement Statements with the EBCI](#)

Jinhua Li presented the Sense of the Senate Resolution IDC 1. IDC has spent two meetings discussing this extensive and in depth Land Agreement Statements with Dr. Troy Hawk. The resolution is IDC's recommended action items on how to institutionalize and make the most impact of the land agreement statements. With Eastern Band of Cherokee Indians, there are two parts to this document. One is short to midterm action items. Some of those items have already become part of information on campus, such as the banner publicizing this agreement placed in front of the Ramsey library. There is the second part of long-term action items of different aspects of the life community including faculty, staff and student. A motion was made to accept IDC 1, which was seconded.

Jessica Pisano relayed some editorial revisions which were accepted.

Trey Adcock took a moment to thank Marietta Cameron for her leadership on this. She had great ideas and has been very supportive. He also wanted to thank Jinhua Li and the entire IDC committee for taking this on, having some really robust conversations around it and supporting it. He is happy to support the Faculty Senate Resolution and just wanted to say thanks to everyone involved.

IDC 1 passes without dissent.

VIII. Chancellor Nancy Cable Remarks

Chancellor Cable thanked Marietta, Jinhua Li and IDC for their leadership to move the Land Acknowledgement Resolution forward. The tribal council has already endorsed and accepted unanimously the receipt of this acknowledgment, which deepens our relationship going forward.

At the risk of sounding like a broken record, Chancellor Cable wanted to express her heartfelt and most sincere thanks to all for all that you are doing day in and day out to keep your students rolling along toward their educational progress, to keep teaching in a way that is supportive to students during this difficult moment, and to keep your scholarship and community service moving forward. Tiece Ruffin, for example, is working in an ongoing way on educational opportunity equity across our city and county schools.

We continue to have low prevalence of COVID that is due completely to our ethic of care for one another, and the vigilance and creativity of each one of you in classrooms or online, on campus or not. For the most part, we have remained a fairly healthy community in the face of this pandemic. She is also grateful for your vigilance and care for yourselves.

We continue to be in the confluence of several different crises all at once. While she is very, very proud of what we have been able to accomplish, the work is not over. For this semester, the pandemic is not over as we plan to wade into the second semester together and hope we continue to stay healthy.

We continue to face among these crises, the racial reckoning that is so important in this moment. She said they are moving forward in a myriad of ways across our campus. Some initiatives

have been long standing, but some are new initiatives to be joined by the racial justice roadmap that they have been presenting to a variety of groups from the Alumni Board, to the Senate, to the Senate Executive, and eventually to our Board of Trustees. She will present it to the Student Government Association next Wednesday. At that point, they will make this document public as a working document to draw together the initiatives that will hold our hands to the fire so that we can continue to make progress on things that are major and strategic, and both short and long term urgency. Initiatives like building critical mass of underrepresented students in our student body as well as for our staff and our faculty cohort. We will begin to address issues in our own curriculum and our own pedagogy that keeps us from optimizing the talents of students who come less well-prepared into this environment, but who nonetheless deserve the best of all of us to make their educational progress a reality toward their degree and their lives beyond.

One of the opportunities before us worth our time and energy is our support and engagement with UNC System Racial Equity Task Force that Kai is a member of and that you have just heard him describe has new leadership that I believe is also undaunted, and making these issues more real and more understandable for the Board of Governors.

For us as a system, we continue to face the financial realities. While we have been able to maintain the employment continuity for all of our employees at this time, and we are hoping that we will be able to do that into the spring semester, it is very important that we pay attention to retention of our existing students, retaining as many of our students living in the residence halls as we possibly can, admitting and enrolling new transfer students and new first time first year students. Some of whom chose to stop out in the fall completely who we hope will join us in the spring. Other new students who have just begun their applications process with us. We will be looking for every way to sustain as strong revenue picture as we can going forward with an eye to staying fiscally responsible and viable together as a team allowing all of our employees to remain employed throughout the spring semester. Another thing we are negotiating are new legal intrusions into the quality of our work in higher education. I think Emma Anderson just mentioned the changes and shifts with Title IX new federal requirements about free expression in the classroom and out. Chancellor Cable is learning quite a great deal from the system advisors on this, as well as from our internal legal counsel Heather Parlier. We will have to negotiate our way through some of this in the months ahead. This is not an immediate threat to us. There really are important turns that we need to make to work against some of the initiatives that are coming into the higher education world in which we do our work and care deeply about the persons that we work with to educate.

Another crisis continues to be in our medical care, our mental health, our food insecurity and housing insecurity for some of our students. Our prevalence has been low. Just in the last week, as you may have seen from some of our data, some of our students actually took it upon themselves to take a real short spring break or fall break, went home and came back to campus testing positive though the numbers remain low. She is grateful for the low numbers.

Of course, you know, we are facing a real stress crisis on our democracy, and the threats and complexities around the elections. Regardless of your own political persuasion and ideas, there is stress in our democracy that adds real complexity to the world in which we live. Persist, we will, and persist, we must, keeping in mind that the heart of what we do is our academic mission, and supporting the growth in intellectual and personal development of all students.

The Renaming Task Force will now be chaired by Linda Hewitt and Darren Waters. They will be convening for a first initial meeting and receiving a charge from her. They will be briefing our trustees on their initial work at the November 13 Board of Trustees meeting. Their work may carry on over into January, but we hope that any final recommendations will be prepared for trustee review in February. Chancellor Cable is asking that all of you keep apprised of the work of this committee, weigh in to

express your views, ideas, thoughts, and any suggestions that you have at any time during the work of this committee. On behalf of a sense of belongingness in our community and the need to make sure that our buildings, building names or spaces within buildings reflect values of our university and academic community.

Marietta Cameron asked if there is a change that has happened in terms of the freedom of expression law. She was particularly interested in that freedom of expression law updates.

Chancellor Cable replied there was nothing official. All of the Chancellors are watching this very carefully.

Marietta Cameron asked who are our representatives who are supposed to be reporting the incidents of violations of that law.

Heather Parlier answered that right now it is just herself. Now, we do not have anything to report.

IX. Provost Garikai Campbell Remarks

[EC 3](#)

Modifications to Sense of Senate Resolution (SSR) Number SSR0120S Date of Original Senate Approval 03/27/2020

Provost Campbell wanted to present a resolution at this meeting as opposed to next meeting – EC 3 (see above). When first talking about tenure and reappointment at the end of last year, we talked about allowing the option for those who are going up for tenure and promotion to be able to delay one year. There was a stipulation within that context that those who would delay would be able to delay if they were post reappointment. For pretenure, they could delay a year if they so choose. If they were pre-reappointment, they could delay their reappointment for a year and then they would go up for tenure three years later in the normal timeframe after that, or they could go up for reappointment in their normal time and essentially lose the option to delay their tenure review. For example, if someone were going up for reappointment this year, and chose to stick with their reappointment for this year, they would lose the opportunity to delay for their tenure review for a year, and that is how we originally articulated this in the spring of last year.

However, this thinking was when we thought the pandemic would be a shorter event than currently impacting us. When the Committee of Tenured Faculty (CTF) met with the faculty that were considering reappointment and tenure, there were some compelling reasons for reconsidering. There are those who are prepared now to go up for reappointment. The impact of COVID on this past summer and into this year on the research program where inability to travel, inability to have access to labs, and inability to do the work has really impacted them not for their reappointment but rather into this next year for the reappointment for with respect to tenure.

As a result, the Provost is proposing is that we essentially remove that restriction that tied the one year option or remove the one year option for those who chose to go up for the appointment right away. He is proposing instead of what was originally proposed, that we essentially say something of the order that faculty may choose to delay reappointment or tenure review by one year, either before or after reappointment. It is a small tweak of what we proposed in the spring. He would like this addressed at this meeting because there are in fact faculty that are considering reappointment now for whom this makes a big difference. He would like to indicate to those faculty what we are doing right away. He asks the Faculty Senate for their sense of this adjustment.

Marietta Cameron asked for a motion to accept EC 3, which was seconded.

Discussion:

Regine Criser said she is happy to see this development, She thinks this resolution is very adequate response that is supportive of faculty while allowing more flexibility here during a dynamically changing time. She thinks the realization that the impact of COVID will last way beyond this academic year has made this addition necessary and she is happy to see it move forward and to see it on the table already. She thanked everyone for working on that so quickly. She thinks this is a great move forward. No further questions nor discussion.

EC 3 passed 15-0-1.

Provost Campbell thanked Faculty Senate for passing the resolution.

Provost Campbell wanted to remind faculty of the Humanities Discussion tomorrow. There will be about four conversations so far scheduled. Provost Campbell wanted to note one of the sessions concerning level 324 in regards to engaging issues of race in that course. These are conversations that are important and necessary. He also looks forward to conversations across multiple areas as we engage the curriculum and have good, informed discussions about race across the curriculum.

Although a few years out now, it is time to begin thinking again about our SACS Reaffirmation of Accreditation.

Questions:

Ann Dunn asked if there are any students sitting on that committee or going to be in those meetings.

Provost Campbell said he has talked to London Newton about one of the conversations hopefully will be specifically to privilege the voices of students, and to make sure that we are hearing from students fully, having them be able to provide input and feedback into our exploration of the humanities.

Marietta Cameron thanked the Provost for the opportunity to have these discussions, especially for our faculty at large. She hopes that senators could sit in all of the meetings including the ones with the students and other constituencies to hear some of the views of his thinking. Our APC colleagues might be interested in hearing those views directly.

Provost Campbell relayed the exact nature of how these conversations beyond this first one, which is a kind of an open call to all faculty. Essentially, this structure taken throughout each of the various conversations have a similar kind of rhythm to them. To answer that Marietta's question, each of the listed conversations are meant to have are meant to have more than just those involved as a time to open up a dialogue. However, he also thinks there needs to be also a moment of more private gathering of those thoughts and ideas beforehand with the idea to bring those thoughts in some kind of structured way to the floor of the Senate for a dialogue.

Regarding the conversation with the students and he has been talking with London Newton about this, his current thinking is for the students these will be conversations just for the students to frame up the issues they are raising and then bring them to one of the conversations that include faculty. This is not about just having separate conversations but rather matches the rhythm of the other conversations while allowing the students to have the authority and voice to share those concerns, to hold the floor, and then to invite a dialogue after having a chance to hear that.

Provost Campbell moved to another topic. We are a few years out, but it is time to start thinking about our reaffirmation of accreditation. We are in the cycle for a 2023 review. There is work to be completed like an assessment that we have to gather some questions to understand about ourselves. There are now two different reviews that exist. One is a more expedited review

where we do not have to do as full a set of responses to SACS. We have applied, we do not know when we expect to hear back. We hope that that we will be approved for that expedited review process, which means quite a bit less writing, quite a bit less work on our part.

Chancellor Cable asked to add a note. As Provost Campbell is just mentioning, she was made aware very early in her work with all of you that for years, UNC Asheville has been trying to get a Phi Beta Kappa chapter established here. It has been of interest to the retired group as well as new and long-standing faculty. She has been in discussions with the President of National Phi Beta Kappa, Fred Lauren. He was at her installation a year or so ago. We have just in the last two weeks received a signal of invitation from Phi Beta Kappa that we use the next two to three years, which happens to correspond with much of the data mining that needs to be done for accreditation and is similar to that which is required to secure a chapter status for Phi Beta Kappa. We have received an official invitation that will dovetail nicely, concurrently with the work being done for the reaccreditation. There will be an All Call for any of us who are Phi Beta Kappa members to work together with the accreditation group to get what Phi Beta Kappa National needs. She wanted to share that because it bodes well for us and she will keep Senate posted.

Provost Campbell shared some thinking about some of the work that we need to be doing in steps to be taking to help diversify our faculty. First, he mentioned that he has proposed that we consider in select cases, converting select faculty who are on in lecture positions to tenure track positions when a host of criteria are met. Those criteria include that there had been a national search that the department is of great need and that the hires help support strategic objectives that are important hires for us to help diversify our faculty and meet that strategic objective. We are also looking at the possibility of potential UNCA fellowship for faculty diversity, a pre-doctoral and postdoctoral opportunity that would be modeled after other fellowships, like the Consortium for faculty diversity fellowship that is currently run out of Gettysburg. This would be just a pre-doctoral postdoctoral fellowship for UNC Asheville though the opportunity would allow us to really attract, recruit, and hopefully retain talented faculty across the institution and contribute to this strategic objective. PAC has offered up good questions to figure out how to proceed from ideation into implementation.

Marietta Cameron asked a question about SACS. How is there any type of consideration in terms of institutions and their accreditation status in terms of what is happening with COVID 19?

Provost Campbell said he forgot to mention something that is very important related to COVID that is not related to our recurrent reaffirmation of accreditation, but it is something that has to happen right now. If a student earns more than 50% of their degree having taken online courses, then according to SACS definition, means that they have achieved their degree through distance education. With the institution having gone online in the spring, summer, and fall courses online and also hybrid as well as having courses in the coming spring and summer online and hybrid also means that there are students who could and are approaching 50% of their courses having been earned via online courses. Given that, we have to now get approval from SACS to offer Distance Education degrees. The way this works is, we have to get approval from SACS for one program. Once we have approval from SACS for one program, we have to notify SACS of any other programs for which a student might get a degree in this way. We will choose whatever program is the easiest. We have one in mind, but we have not settled on it exactly yet. Once we have settled on that one initial program from which we get approval from SACS, we will then be in a position to simply notify SACS as we monitor students and look at which programs they could potentially earn

a degree at with 50% of their courses having been taken in this distance mode. This is more immediate than the reaffirmation. We are preparing to do that.

Marietta Cameron asked for a clarification in terms of the major approval. Would that be that in this particular situation with this particular case? Is there approval for that case? Or will it be approval for ongoing continuous after we get out of the pandemic, that it will be? The part of proof would be able to offer the major online.

Provost Campbell said in some sense SACS has not changed how they are operating based on the abnormalities of this situation. They are essentially saying we have guidelines in place, and we are sticking to those guidelines. Those guidelines are not on a student case by case basis. They are program based. If there is a student who has a particular major who could potentially finish their degree with over 50% of their coursework been taken online, then that degree needs to we need to have notified SACS that students we are giving a degree, these are the distance education in that, in that in that major. That is what we have to adhere.

Marietta Cameron asked if there was training that is supposed to be in terms of offering online courses, I thought there was some type of training that faculty was supposed to go through for that.

Provost Campbell said one of the things that we have to do in the certification process is that we have to essentially argue that the quality of the degree that we give versus Distance Education matches the quality of the degree that we give in person. It is up to us to certify that. There is the first program that we indicate, which requires approval, and there is a greater threshold of interrogation of that program that you have to seek approval. His understanding is after assuming that we get approval then we are simply notifying. However, we are held to that same standard of being able to verify that we are doing the work of making sure that the program is living up to our standard. What that means is we would not necessarily have to make the case at the moment that we notify, but certainly within the context of our reaffirmation if SACS comes in 2022, in preparation for our 2023, we write it up in 2022 for our 2023 review. We would say, "Hey, we had, you know, 30 students in computer science get their degree with 50% of their credits earned online, we have to make the case as to why it was that degree that they earned with 50% online, met the standards of our in person degree to the extent that we have provided Quality Matters training or the UNC system courses for online training, or, you know, CTL offered courses, and the faculty are taking those courses. We are doing assessments on student learning. All of the things that we are expected to do that suggests that we are monitoring the level of excellence of that degree. That is the kind of evidence that we would be asked to supply. Right. The difference that the Provost is articulating is for that first program, we have to offer that up right away at the moment that we are going through the approval process. Once we get past that approval process, we may do it later. We do not have to do it in the notification. We have to do it he believes in the review.

Marietta Cameron thanked Provost Campbell and said she believed that clarifies it. She has more questions that she will save for another time.

X. Old Business / New Business / Adjourn

Marietta Cameron thanked all the Senators for their commitment and work during this pandemic. She also thanked Lisa Sellers for working on the spur of the moment and appreciated her time.

The meeting adjourned at 4:49 p.m.