

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE  
**FACULTY SENATE MINUTES for December 2, 2021; 3:15 pm via ZOOM**

Members: M. Cameron, T. King, J. Li, B. Sanft, E. Adell, M. Bettencourt, V. Bradbury (alternate), J. Butera, D. Clarke, A. Cossette, A. Dunn (alternate), V. Frank, B. Hook, C. Kennedy, J. Pisano, T. Ruffin, R. Tatum, L. Ward, S. Williams, G. Campbell.

Excused: J. Zunguze.

Visitors: N. Cable, A. Boakye-Boaten, S. Broberg, J. Dougherty, M. Galloway, B. Haggards, B. Hart, E. Harvey, L. Hewitt, H. Holt, L. Horgan, K. Kauer, L. Linton, T. Rizzo, N. Ruppert, A. Shope, D. Thomas, D. Traywick.

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

II. Provost Garikai Campbell Remarks

Provost Kai Campbell began acknowledging all the hard work the task force has been doing to plan the implementation of [SD5121S](#). There are essentially five categories of courses that he and the task force are currently thinking about to qualify for the new DI designation:

1. The original set of courses that were proposed in SD5121S: ETHN 100, SOC 320, AIIIS 305, AIIIS 200, and AFST 130;
2. Additional existing individual courses that people might want to supply to help support that adhere to the student learning objectives for the new designation or courses that are very close but might need a little bit of tweaking to meet and fulfill the learning objectives, but these courses are already on our books;
3. New courses that would need to go through APC and Senate first as any new course does and then go through the DI committee to be approved under the new construction;
4. Existing First Year Seminar courses that fit within the 178 framework would go through the DI committee just as we do for other DI courses. Similarly, for 478, there are sections that could potentially propose that they qualify for this new designation. They too would go through the DI process and be assessed and given feedback; and
5. The last and final option is the newest option that there would be a 300 level; LA 378 that would be an analogue to the 400 level 478 Humanities course. There has been some discussion about this already. Provost Campbell and the task force would like APC and Senate to consider this option. If that passes Senate approval after APC approval, then we will have this other option available as well.

Provost Campbell thinks there is some excitement for this allows us to do this work without expanding on the core.

He knows that there are some conversations that are yet to happen with departments and disciplines that are under incredible constraint. He believes this allows the curricular change to move forward without having a great impact on expanding students' options or the need for more coursework. There is a lot of work to finalize like what curricular and pedagogical support for faculty look like. They are working through some possibilities there. He met with the DI committee earlier this week. They are hoping to get the options outlined about when we could engage in some opportunities for faculty to get support and engage them in conversations about offerings. They are hoping to get that out to everyone, certainly before the end of this semester, which is obviously the end of this next week. There is more to come but he believes there has been a lot of great work done. He thanked the DI Committee for their openness and willingness to come in and connect with the task force. He thanked Tracey Rizzo for leading the task force and Agya Boakye-Boaten for leading the group. He thanked all who have worked on this task force.

**Questions:**

Scott Williams asked the Provost how the LAC is not going to be increased. He does not understand how the LAC overall numbers will not increase with the new course. Is there a proposal for how that will work?

Provost Campbell said the idea is for students to have the ability to complete the requirement by taking a course with the new designation from the first year seminar: LA 178, LA 378, and LA 478. Those three options all combined give students the opportunity to engage in this work without actually increasing the number of courses that they would have to take. They already have to take those courses. If they wish to add hours to complete the requirement then they have the other options available.

Marietta Cameron thanked the DI Committee, the LAC Committee, and the leadership on the forthcoming proposal. How do we get a document in terms of the implementation into our Senate records? She recognizes that there are policies and initiatives that seep into our curriculum and handbook and then we start losing track of how things are. She would like to make sure we keep a record.

Provost Campbell replied that is a great point. He would like to be fair to the DI Committee to let them digest what he shared with them just this week. Once they fully vet a document once they iron things, he is open to having that document fully vetted by APC and Senate. The APC documents concerning 378 are being prepared and would go through the APC/Senate process to be therefore on the books. He thinks the broader summary would also be something that we can put in the books as well, he just wants to make sure that before we do that the broader document gets fully vetted, fully digested and full feedback from DI Committee members first.

Jessica Pisano believed, and said Lynne Horgan could correct her, that the APC documents that are being drafted are not just about the implementation of 378, but also the overall process for instituting the new requirement as well. She knows those documents are not quite finished, but we are working on them. She believes the plan is to finish up on Monday.

Provost Campbell replied that we would connect and make sure that all are consistent, coherent and summarized.

Elena Adell asked if we would have the opportunity to review part of the SLOs, the student learning outcomes. We have had a conversation in the department about how the course is very much based on U.S. history and U.S. reality. When we talk about race, it helps to establish comparisons across the world to understand the construction of race. We have the opportunity in the Senate to talk a little bit about just how we frame those learning outcomes.

Provost Campbell replied that happened last year and we are not looking to reopen the discussion about the SLOs themselves. This was about implementing what we discussed last year. The Faculty Senate always has the right to ask whatever questions and engage in whatever conversations you find are necessary. We all do. This is all a part of the process. He would argue that one of the real distinct strengths of what we are trying to do was this focus on American, U.S.-based history of race. He thinks there is a real need to think about that and the SLOs speak to that, and the focus is not accidental, it is thoughtfully constructed to be exactly that. His sense is that was engaged in conversation last year.

Tiece Ruffin wrote in chat that the intention was to be U.S. centric.

Jake Butera replied he was going to piggyback a little bit off the SLO thing, just because of the suggestion of creating a course within the Humanities sequence, which has for years tried to push away from a Western focus to a more global one. He wonders if there needs to be more discussion around whether the SLOs of the new DI and the learning outcomes of the Humanities sequence are in line with one another or not if this becomes an alternative or part of the sequence.

Provost Campbell asked Jake Butera if he was saying the DI Committee and the LAC Committee needed to have conversations and resolutions about the SLOs and how they talk to each other.

Jake Butera replied yes. He agrees that we discussed SLOs last year when voting on APC 44. Now that implementation is becoming a question of how sundry SLOs from various different places interact. He does not know if that addresses Elena Adell's concerns, but he definitely sees that being a part of the conversation going forward with this next step of implementation.

Tiece Ruffin hopes that thinking about the SLOs for the first few colloquiums also includes thinking about the SLOs across other designations like the Service Learning designation, not just single out the DI designation. Let us think more broadly.

Provost Campbell continued with his other items. There were over 50 proposals from various departments for various positions. There were eleven conversions from Lecturers to tenure track across 10 departments. There were five University fellows to hire, five tenure track hires, and five non-tenure track hires. There were over a dozen renewals made. The Provost thanks the work of the Position Allocation Committee (PAC). They did an extraordinary amount of reading of all the submitted proposals from all of the departments, an enormous amount of work for the deans, and for the four faculty who joined us; he really appreciates their diligence and effort. They have just begun to get all of the letters out to those who were converted from lecturers to tenure track. He thinks this was the first time they have done this. He hopes that everyone sees it as a success. He thought it was a great thing to be able to do and pleased about that work.

After asking questions, the Provost mentioned a presentation that he shared with the program chairs and program directors on the past Monday. This presentation discussed an evolution of the UNC Asheville narrative. The Provost explained the presentation was to begin a conversation about who we are as an institution, how we talk about ourselves, how we are distinctive, and to talk about those things in the context of our revitalization plan. He is looking forward to using that to start a much broader conversation and to refine the language that we use to talk about ourselves. He is grateful to Sara Broberg for the conversations they have had about how to talk about this. Obviously, he is also grateful to the Chancellor and her work on many of the ideas given in the presentation. He stress that the presentation is to signal the beginning of a conversation, not the end of one. He notes that maybe this is more of the middle of the conversation since it really builds on many of the things discussed in the Common Grounds and other spaces. There is some energy that we need to carry forward and work on more.

Marietta Cameron thanked Provost Campbell.

III. Approval of Minutes: November 4, 2021  
November 4, 2021 minutes passed without dissent.

IV. Introductions and Reports to Senate

Student Government:

President Demon Thomas

Demon Thomas said that this semester has been a wonderful semester. He is grateful for the SGA leaders, faculty, and staff.

Regarding SGA current work, they are advocating for trigger warnings. They also advocate for combining student affairs with academics.

Marietta Cameron thanked Demon Thomas and SGA for their advocacy and leadership. Last year, the Faculty Senate passed several resolutions that came from SGA. One of them involved trigger warnings where there were discussions about the challenges, especially legal challenges. They have been advocating and advising faculty to consider how best to give students warning without violating freedom of expression laws. She does not expect there to be a one shot fix.

Marietta Cameron recognized the work of the Student Feedback on Instruction Committee that has been reviewing the SFIs and did take up a charge that came from our Senate that was part of that resolution from the last academic year. She also thanked the SFI Committee for their [report](#) that was forwarded yesterday to all faculty. This comes from the work of the SGA and the resolution from the Senate.

Staff Council:

Kim Kauer

Kim Kauer reported for the Staff Council. They would like to encourage everyone to nominate someone for the Leaves of Gratitude. This is open until December 14. Please nominate or give a shout out to a colleague who has been working very hard. I know a lot of us have gone far beyond what we have been asked to do many more times than we would like to recall, but we certainly appreciate everyone's great efforts and doing what we

have to do. We want to be able to give people an opportunity to put in writing their appreciation for their colleagues noting the things that they do every day. Please go to the UNCA website, Leaves of Gratitude, and give someone an appreciative note. We hope to make this a permanent event.

Faculty Assembly Secretary:

Melodie Galloway

The Faculty Assembly has not met again since her last report. Our final meeting for the semester is tomorrow. The Communications Committee that she was appointed to in her role as Secretary is about ready to launch what has been two and a half years in the making. This is a brand new journal for higher education: the Journal for Digital Learning and Innovation. They are calling for reviewers right now. The journal will be housed in the library of University of North Carolina at Greensboro. She is co-editor on the journal with some brilliant people, and she has learned a lot. It is exciting work.

Executive Committee Report:

Senate Chair Marietta Cameron

Marietta Cameron reported that the Executive Committee has been very, very busy. First of all, a candy bar and note of appreciation is going out to each member of the Senate and their subcommittees including the senators, alternates, ex-officios, and consultants. All have been working overtime this semester and their work is appreciated.

Toby King and Marietta Cameron met with the consultants who were on campus a couple of times regarding student affairs. She would like to recognize our wonderful Vice Chancellor of Student Affairs Bill Haggard who is retiring. We want to acknowledge the work of Bill Haggard and give him an opportunity to say a few words.

Bill Haggard began with two words: THANK YOU.

“Thank you. It has been such a tremendous privilege to have the opportunity to be in this role, to work with such amazing colleagues, on our staff and our faculty. That is why I am here today; I was hoping that you would give me this opportunity, Marietta, to just say this really has been a pleasure to be here.

There are some things I will miss and some things I will not miss, but one thing I will miss is the people.

I just have to say quickly, Elena, I do not know if you remember, but I remember we were in the same onboarding group together when we started.

I just want to acknowledge that today as I look around this virtual room, some great memories of you all. I have a great deal of respect for the work you do. I am just very, very grateful. Thank you.”

Marietta Cameron invited the Faculty Senate to respond and return appreciation for Bill Haggard. There was virtual clapping and sentiments in chat:

Nancy Ruppert (she/her): You are a gift Bill!!

Elena Adell (she / her): I was totally remembering that! :) Thank you so much for your excellent work!

Dr.Tiece Ruffin (she/her): Thanks, Bill! Joy and peace as you journey on!

Bill Haggard: Thanks, Elena, and thanks to all. Peace.

Marietta Cameron also relayed the departure of Chief Eric Boyce to UNC Greensboro. Chief Boyce never said a hard word, but he definitely made his presence known. She felt well-protected with him around, and she will definitely miss him. She also requested and received a virtual expression of appreciation for Chief Boyce.

FWDC has quite a few unexpected things that come their way and one of the things I am going to mention now, mostly because I want to make sure that faculty are aware of this. We do try very hard to keep our handbook and our documents in compliance with our UNC system code. We are going to be working on trying to make sure that when the UNC system makes some policy changes that we get to be aware of those things.

Right now according to our handbook, in terms of appeals in regard to reappointment, tenure and promotion, the handbook says that you can appeal up to the Board of Governors. That is no longer the case. In July 2019, they changed that to the Board of Trustees. We are trying to figure out what is the best way to make

sure that faculty will be aware of that so that FWDC can make sure they update the handbook. I think it is important, especially since we have people that are going through the tenure process right now, that they be aware of that and not get surprised and start pointing to our handbook. For the record. If our handbook does not match the system code, the system code takes precedence over that.

John Dougherty added that regardless of which one controls, if someone were to try to send an appeal to the system office or the Board of Governors, he can guarantee there would not be much action. This is an update that was made back in 2019 that appeals of faculty matters do reside on the campus now. John Dougherty made this statement: "With regard to future changes in the code, I guarantee everyone on this call that I enjoyed nothing better than being an avid watcher and listener of Board of Governors meetings. I will let you know as these things change in the future. I appreciate your cooperation and the rest of the Faculty Senate as well. We will get this updated, and it will be reflected appropriately in future cycles."

Marietta Cameron reiterated again that her motivation is to make sure that we get that out there, especially that we have a tenure process that is going on right now so that if there's a need for it, people will not be surprised.

The Executive Committee has been doing quite a bit of work. Marietta Cameron thanked her colleagues, especially when they met every week on Thursdays at noon. Supposedly, they end at one o'clock. That rarely happens. However, their work allows shorter Senate meetings.

V. Academic Policies Committee: First Vice Chair Toby King

[Decision Summaries](#)

**First Reading**

- [APC 10](#) Reinstates CHEM 236 General Chemistry II to resolve transfer articulation issues with chemistry curriculum
- [APC 11](#) Editorial changes necessitated by the reinstatement of CHEM 236: Cambridge Advanced International; International Baccalaureate; Major in Biology and prerequisites for BIOL 443 and 444; Major in Environmental Studies and Earth Science with Teacher Licensure; Minor in Neuroscience; Physics with Comprehensive Science Licensure
- [APC 12](#) Change prerequisites for CHEM 419 (Sally Wasileski, CHEM)
- [APC 13](#) Delete POLS 318, 325, 348, 349, 353, 359, 362, and 391
- [APC 14](#) Reinstates POLS 310 and 324, updating the titles and descriptions
- [APC 15](#) Add new course POLS 312, Politics of Reparations; Add new course POLS 317, Latinx Politics in the U.S.; Add new course POLS 319, Politics and the Mind; Add new course POLS 339, Politics and Place; Add new course POLS 340, Race and Class in U.S. Politics (Linda Cornett, Peter Haschke, Ashley Moraguez, POLS)
- [APC 16](#) Add new course HRST 301, Writing Human Rights Wrongs; Add HRST Undergraduate Research courses, HRST 499
- [APC 17](#) Clarify that HRST courses can be used for the minor; Update the list of electives for the HRST minor (Linda Cornett, Peter Haschke, POLS)
- [APC 18](#) Revise the course descriptions and increase the credit hours for the History survey courses: HIST 101, 102, 151, and 152; Change the description for HIST 451, Capstone Seminar Preparation; Change the description and credit hours for HIST 452, Capstone Seminar
- [APC 19](#) Revise the requirements for the major in History and History with Teacher

- Licensure; Revise the requirements for the Minor in History;  
Update the required credit hours for the International Studies concentration in Interdisciplinary Studies;  
Update the Social Studies entries throughout the catalog
- [APC 20](#) Revise the History credit hours awarded for Advanced Placement, Cambridge Advanced International, and International Baccalaureate (Sarah Judson, Ellen Pearson, HIST)
- [APC 21](#) Revise the requirements for Special Education: General Curriculum (K-12) (Nancy Ruppert, Karen Cole, EDUC)
- [APC 22](#) Delete ENVR 312 and add new course, ENVR 326, Air Pollution Formation and Impacts, cross-listing it with ATMS 326;  
Add new course, ENVR 344, Urban Ecology (Irene Rossell, ENVR)
- [APC 23](#) Add MUSC 350, North American Roots Musics and North Carolina an elective option for the AIIS minor (Jonathan King, AIIS/MUSC)
- [APC 24](#) 2022-2023 Academic Calendar (Lynne Horgan)

### **Second Reading**

- [APC 8](#) Change in credit hours and course descriptions for MGMT 488, MGMT 489; Update the listing of hours in the requirements for Experiential Learning (Marcia Ghidina, Susan Clark, Elizabeth Harvey, MGMT)
- [APC 9](#) Specify the requirements for 9-12 Comprehensive Science Licensure; Specify the majors required for 9-12 Licensure (Nancy Ruppert, Evan Couzo, Kim Brown, EDUC)

Toby King brought everyone's attention to the winter reading assignment of the fifteen documents up for first reading, which includes everything from Chemistry to Biology, Political Science's Human Rights initiatives to History, Music to Environmental Studies, and Management to Education. All of these documents for first reading passed unanimously at APC.

Coming up for a second reading, we have two documents. APC 8 from Management has to do with altering the credit hours and courses on consulting and project-based internships. APC 9 has to do with the clarification of requirements for licensure in the Education Department. Those both passed APC without dissent.

No one asked for a second reading document to be unbundled. Toby King asked for a motion to accept bundled documents APC 8 and APC 9. Motion to bundle APC 8 and 9 was made and seconded.

APC 8 and APC 9 passed without dissent.

Toby King relayed that our discussions in APC this semester have been broad, wide-ranging, thoughtful, open, and have treated our documents very thoughtfully. Our discussions have brought up larger issues that have come up that are maybe bigger than each individual document. He and APC have been keeping track of those larger conversations. As these conversations move forward, he invites faculty at large to join us in an APC meeting in the Spring. He states: "If you do, I think you will find it a metabolic and a useful, helpful, intelligent, productive atmosphere."

Marietta Cameron reminded everyone that if they have questions about first reading documents to please contact Toby King, APC Chair, so that APC can address or be aware of what needs to be addressed at the next Senate meeting.

Toby King thanked Marietta for the plug and asked faculty to please contact him directly. He is happy to talk by phone, by zoom, or in person. More than happy in fact, he would love to talk so please do contact him.

VI. Faculty Welfare and Development Committee: Third Vice Chair Becky Sanft

[Decision Summaries](#)

**First Reading**

[FWDC 4](#)

Dissolving the Textbook Committee ([SD3508S](#))

Faculty Handbook [Section 10.3.14](#)

Becky Sanft presented FWDC 4, which removes the Textbook Committee as a Faculty Senate Standing Committee. FWDC 4 is up for a first reading. Please look at it, and if you have any questions or feedback, please contact her and she would love to talk to you. She wished good luck to all through finals and hope all get some rest soon.

VII. Institutional Development Committee / UPC: Second Vice Chair Jinhua Li

Jinhua Li reported that IDC met with UPC on November 11, 2021. They were briefed on the Revitalization Plan 2021 to 2028. They also got an important update on our funding campaign. UPC will meet again in the Spring Semester. Please let us know any questions or issues that you would like for UPC to discuss. She is always happy to put them on the agenda. IDC continues their discussion work on the process of program reviews.

VIII. Chancellor Nancy Cable Remarks

Chancellor Cable is pleased to be able to make some remarks to the Faculty Senate today. Some items are abbreviated because they will be discussed the next day during the faculty / staff meeting. She would like to share those items with staff present as well.

She started with considerable good news. Our salaries are going to be raised. The biennial budget that covers fiscal year 21-22 and fiscal year 22-23 allows for up to 2.5% salary increases for all eligible employees. The decision has been made to make this effective not just for state employees, but for those who are funded by trust funds. She is thrilled to share that we will be able to give employee raises across the board for all eligible employees. In addition, the legislature decided to give bonuses to all state employees in all realms of state employment work. Those bonuses are \$1,000 for all employees and \$1,500 instead of the \$1,000 for persons who make less than \$75,000. What we learned on the Chancellor's call this morning is that the bonuses will be the things put in the December paychecks. The salary increases will appear in your January check, at least as of this morning that is the plan. The salary increases will be retroactive back to July 1, 2021.

The Chancellor also agrees with many of the faculty and staff who have mentioned to her that we have fallen behind in keeping pace with the median salaries by the College University Personnel Administration. We will continue as UNCA as well as with the other institutions in the system to work hard for salaries, especially for this high cost of living area in the greater Buncombe Regional Community.

The biennial budget also includes money coming directly to our university. This will be the largest tranche of money that the institution has ever received. Over the next two years, we will get a total of \$17 million to help pay for our growth - the evolution and innovation of our academic programs and support for our public / private service to the region and beyond. All of this will be described in the meeting tomorrow. The money will invest in areas like enrollment, retention, student success, advising, and a number of other places around campus to help move our revitalization plan forward.

We are realizing that during COVID our budget constraints in order to keep all of our employee colleagues employed during this really tough and very, very uncertain time, which may reappear if the Omicron variant reaches us over the next coming months. Many of our employees literally are carrying in some cases one to three jobs or sets of responsibilities within jobs. Beginning this week and moving through the first couple of weeks of January, they are going to revisit all possible positions that can be opened up and have searched for those positions to help the staffing shortages, both in the faculty and staff areas. We still must be very frugal budgetarily. While our enrollment is okay, we have not fully made the turn on either retention or the size of the

entering class, or the size of the transfer student population. We must be conservative, but the Chancellor thinks we have an opportunity to fill some of those much-needed positions and provide relief. Tomorrow, she will have further announcements regarding four or five faculty and staff searches that will be in the national marketplace beginning the first couple of months of 2022.

The Chancellor offered her own congratulations to Vice Chancellor Bill Haggard upon his retirement. Bill has been a tremendous colleague to her the past three and a half years. He has led her through some very difficult moments, not to mention COVID, but also some other challenges that the institution has to reach a point of greater strength. To Bill and all he has done, she commends him. She has cherished their working relationship. She is deeply grateful for all that he has done over these past 16 years to make this institution as strong as it is.

Finally, we can confirm that at the request of many in the Faculty Senate, but also faculty and staff across campus that they are committed to hosting a series of Common Grounds again in the spring. She hopes these will either be hybrid meetings and as many as possible to be in person. We will do one to start on updates on financial realities of the Budget and Finance picture for the university. A second one will be a deep dive into admissions, enrollment, and retention. The top priority for us now is to turn the wheel and return to some fiscal strength through better enrollment and retention work. The third Common Grounds will be curricular conversations to include things like the launching of the global study center as well as the launching of a couple of other master's programs. These will need the conversations of faculty and staff and then eventually come to the Faculty Senate for appropriate governance and shared governance work. The fourth Common Grounds will be all about fundraising through the campaign reporting on the priorities are being raised, the money that is being raised and what the money is being raised for. We have just crossed a significant dollar mark in 36 months that will actually come to the academic programs in some way as well as student diversity efforts and financial aid efforts. We will also talk about some of the newer ideas around our regional public / private partnerships that relate to our approved Millennial Campus Designation. She thinks we might end our Spring Semester with faculty and staff having a conversation with our University Trustees. They have an interest in getting to know more of what is on the minds of our faculty and staff as well as our students. We thought that might be a nice way to end the semester and will be held sometime in the last half of April.

The Chancellor opened the floor up for questions.

Marietta Cameron extended her sincere and warm congratulations to the Chancellor on the success of her advocacy and getting funding for UNCA to help our students and to help improve our academic buildings. She thanked the Chancellor for her leadership and work. Marietta Cameron also extended congratulations to the Provost for his advocacy and work on behalf of this institution. She knows that they both work more than 70 hours per week, and she wanted to express appreciation to both.

Chancellor Cable thanked Marietta Cameron for her acknowledgments.

**Questions:**

Tiece Ruffin asked a question about merit pay. We have not received merit pay for three years now. Are we going to have a discussion as to how any of this influx of revenue is going to authorize merit pay for the past three years based on our annual faculty performance?

Chancellor Cable replied, at this time, the influx of money is not to go to salaries. It is to go to student scholarships as well as to student debt elimination and reduction. It is going to capitalize our growth and return us back to strengthened enrollment and retention matters. None of the legislative money that is coming, separate from what she previously revealed about from the state budget on salaries is for salary increases or merit pay.

David Clarke asked if the Chancellor could put some context into the fundraising numbers. He understands that it is a big number, but he confessed ignorance to what the numbers of previous Chancellors have yielded. How does current fundraising compare to over the past years?

Chancellor Cable wished Kirk Swenson were present to speak to this. He has told her that this year's closing totals may be record breaking for us, but she does not have those numbers off the top of her head.

David Clarke congratulated the Chancellor and said he believes it is a prodigious number, but he wanted to be sure.



Provost Campbell said his recollection of Kirk's numbers is that annually, we are now probably doing a good 50% greater than what we were prior to the start of the work that Chancellor Cable started. It is a significant increase. He would want to make sure to check up on that, but he thinks that is about accurate.

Chancellor Cable said she would get those numbers to mention tomorrow in the faculty / staff meeting.

Marietta Cameron asked her to follow up with Tiece Ruffin's Question. Is there any concern as far as the system is concerned, regarding faculty morale in terms of compensation? There are reports of faculty leaving the UNC system and going to other systems. She understands the need to retain students, but is there not any concern about trying to retain faculty?

Chancellor Cable believes there is money in the biennial budget set aside for the retention of faculty. However, the truth is that the salaries are coming this year because the state is flush with funds. It is not designated per se to merit. The institutions that have grown in their revenue as they have grown their headcount have been the ones (WCU is one of them) that has been able to give merit increases over the last number of years. The reason we are getting funding is to have again responsible and reasonably modest growth here to return a flow of funds that can help address what are ongoing concerns for the Chancellor: the morale of our faculty and staff and the fact that a number have not had any increases for four years. That is simply unacceptable given the talent in our faculty and staff group. Some of this funding is tied to that strengthening of our fiscal capacity and is exactly what she would like to use the additional funds as they come.

Marietta Cameron added that she certainly did not intend to exclude staff from that because we are also definitely losing staff. She thinks the Chancellor addressed some of that in the last meeting when talking about our voluntary turnover, how high that rate is especially among our staff colleagues.

Chancellor Cable replied that someone is doing a study across the 17 institutions about the current "Great Resignation" period. There is a study underway that we hope there will be a report in January or February. By no means are our percentages the largest and we are not experiencing anything like other institutions. That still does not excuse us from having the option of giving appropriate merit raises to faculty. She asked Provost Campbell if he wished to speak to this.

Provost Campbell replied that John Dougherty put in chat that the biennium budget has \$5 million for retention and recruitment. The system will manage that goes to specifically tenured faculty and tenure-track faculty. The current practice is the faculty member has at least a pending offer before being able to access those resources. He does not have an immediate answer today, but they have begun discussions regarding raises and on acknowledging the great work that faculty have done.

Jessica Pisano thanked the Provost for his work on this. She has concerns hearing that the money that could be allocated towards salaries is in the retention fund because her understanding of how that retention fund works is that when someone gets dissatisfied and feels like they might leave, the institution then negotiates. She worries about equity issues when that is how the money is distributed. When it mandates that faculty and staff advocate themselves in ways that they may not have the cultural capital or the confidence to do especially at an institution that has been devaluing them, or that they perceive has been devaluing them. She thinks it is easier for some people than others to advocate for themselves. This practice might actually exacerbate the already existing gap between people who are already making decent salaries and those of us who are closer to the bottom.

Provost Campbell made it clear that the fund Jessica Pisano is referencing is the recruitment and retention fund that is managed by the system and is not our resource. She is correct and all the UNC System provosts point out how problematic it is to have to wait until someone says "I'm about to leave" before you can engage in some of these conversations about retaining folks. That is what is required not only to say that you are about to leave, but to actually have a very serious, pending offer from somewhere else. There is an element of that enacted in order to increase equity. He thinks her larger point of and is about the way he has been having conversations with the Deans is about the question "What does equity look like in salary here at UNC Asheville?" That is a big, hard, challenging question. We have had that on our agenda for a long time. The Provost said it is in his court now to offer up the next round of thoughts as we think about it internally before we feel ready to share what they might be able to do. With limited resources, it is a hard question. They are taking that question very seriously and trying to be very thoughtful about it. To be very upfront, the Provost does not have an answer right now, but it is something we are really thinking hard about.

Chancellor Cable said regarding salary matters that they have been working and that they have been waiting for whatever the budget was going to produce over the past six months. They have been trying to address equity where we can, both staff and faculty. She does want everyone to be aware of that. She wanted to also remind other ways that can be significant. For example, some of the revenue generating things that we are bringing to bear like the real increase in summer programs here will give us money that we do not need to return to the system that can be used exactly for merit raises for faculty and staff. This year's net number we have as a goal with Blair Jenkins in charge now reporting to Nancy Yeager is a net revenue of \$250,000 for at least the first three years, we will earmark that for merit raises for on our campus. Enrollment peak and retention begins to improve significantly, small ideas that have a big impact here for funds that we do not have to return downstate.

The Chancellor is grateful to all. She knows this has been another hard semester. She will say this again tomorrow. We have been resilient to the extent we could be. She thanked the participants that engaged in the email moratorium held during the Thanksgiving Break. She said that was a very cool idea on Provost Kai Campbell's part. She has heard some fun stories from people about what a relief it was not to have to check email every day. She continues to be so deeply thankful for the many, many, many things that faculty and staff do for their colleagues, for students, and for the life of the university. She is very, very grateful. She looks forward to seeing many of the meeting attendees for the Faculty/Staff meeting at our holiday party tomorrow, and the approaching December commencement.

The Chancellor ended her remarks with the deepest thanks to each faculty and staff member.

- IX. Old Business / New Business / Adjourn  
Faculty Senate Chair Marietta Cameron adjourned at 4:53 p.m.