

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE  
**FACULTY SENATE MINUTES for February 3, 2022; 3:15 pm via ZOOM**

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

Visitors: N. Cable, P. Bahls, J. Beck, A. Boakye-Boaten, L. Bond, K. Boyle, S. Broberg, W. Cash, J. Dougherty, M. Fox, M. Galloway, L. Givens, B. Hart, P. Haschke, L. Hewitt, H. Holt, L. Horgan, B. Jones, S. Judson, K. Kauer, C. King, J. Konz, H. Lindkvist, L. Linton, A. Moraguez, K. Moseley, D. Moss, M. Pugh, T. Rizzo, I. Rossell, N. Ruppert, A. Shope, S. Smith, D. Thomas, D. Traywick, S. Wasileski, J. Wihelm, N. Yeager, K. Zubko.

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

II. A Tribute to Dr. Edward Katz

[Kirk Boyle](#)  
[Wiley Cash](#)  
[Jessica Pisano](#)  
[Marietta Cameron](#)

After reading the senate tribute, Marietta Cameron extended specific condolences to Dr. Keith Krumpe in recognition of his deep friendship with Dr. Katz.

III. Approval of Minutes: December 2, 2021  
Minutes from the Faculty Senate December 2, 2021 meeting passed without dissent.

IV. Introductions and Reports to Senate

Student Government:

President Demon Thomas

President Demon Thomas reminded all that it is Black History Month thanks to Carter G. Woodson. President Thomas reported that at UNCA, the name has been changed to Sankofa Month, which means to go back and get it. Same term, same goal. Happy Sankofa Month, Everyone!

Second, President Thomas has heard from faculty, staff, and students the need to improve communication among us. He asks Faculty Senate's support for professional development classes that he believes all would benefit to improve communication among communities of different backgrounds. He feels at UNC Asheville, we are building and expanding our values by having a course where students, faculty and staff can learn together that will build and unite each other through clearer communication.

President Thomas wanted to highlight Sankofa Week. Sankofa week is from February 14 through to February 19. On that Monday, there will be Pan African Hearts, Arts and Crafts and a screening of the Sankofa movie. On Tuesday, there will be discussions and guest speakers as well as have a Sankofa Talent Show and Yoga. They are also going to help out DeWayne Barton from the Burton Street Community Peace Gardens. Demon Thomas highlighted the organizations and departments sponsoring this event: SGA, Africana Studies, Sankofa, MOJA, and BSA. This week-long event is open to everyone and it is important that we acknowledge those who helped build this country and everything else.

Marietta Cameron thanked Demon Thomas for his report. The Faculty Senate is always supportive of clearer communications across the campus. Faculty do have workshops, but it would be nice and a great opportunity for faculty, staff, SGA, Student Affairs and other departments all join together in working with those workshops to improve communications between us all. She thanked SGA President Demon Thomas for bringing that suggestion.

Demon Thomas replied that he is also willing to take these professional development classes with whoever. His goal as the voice of the student body is to improve their experiences. He believes that attendance at these workshops will show that we really value our campus and that the support of the students is still here. He is excited for this workshop.

Staff Council:  
No report.

Jordan Perry, Staff Council Chair

Faculty Assembly (FA):  
Faculty Assembly January 14 Meeting

FA Secretary Melodie Galloway

Executive Committee Report:

Senate Chair Marietta Cameron

Marietta Cameron began her report encouraging those who would like to run for Faculty Assembly to look for the call for nominations. She said that Melodie Galloway's current term is up at the end of the semester and she may run for the open position. There will be one representative and one alternate elected who attends in the representative's place when they are absent. Aubri Rote's term continues. Marietta Cameron, as Senate Chair, also rotates off the Senate at the end of the semester. Faculty Senate Chair duties include attending Faculty Assembly meetings once a month and the UNC System Senate Chairs Committee meetings which are held the evening before Faculty Assembly meets.

Marietta Cameron did a shout out to Laura Bond, her predecessor, who initiated a move towards getting more people trained as far as Mental Health First Aid Respondents. In August of 2019, the Executive Committee went through the training. She also recognized Melanie Fox and Jay Cutspec who were the first two that went through the extended training to become trainers of first aid responders and mental health.

Melanie Fox thanked Marietta Cameron for the shout out and they are definitely excited to provide training for you related to mental health first aid. If you have any desire with a department or other colleagues to have that done, please reach out to herself and Jay, and they will be happy to reach out back.

Marietta Cameron pointed out that our institution sometimes takes the lead on initiatives that causes other UNC institutions to respond, "Oh, this is a good idea! Let us do that too."

Marietta Cameron brought up another topic from the Senate Chairs meeting regarding the Ombuds Process on which FWDC will report about our local effects. Their Senate Chairs discussion involved inviting consultants who presented to faculty assembly previously to come to the various campuses and give presentations regarding the Ombuds Process. Stay tuned and see if we are going to be able to sponsor that.

The Kitty Hawk Project was also discussed in the Senate Chairs meeting and more to come on that. There was a very intense discussion about the \$97 million coming from the COVID Relief Fund.

In terms of our Senate Executive Committee, we continue to meet almost every week at noon. We have been responding to different things that come onto our plate. A lot of that you will see in the

various reports and documents that are coming from the subcommittees so she will not preempt them. What she did relay was a heads up on the discussion of how we can increase the continuity between one executive committee to another exec committee. One idea that has come up that has not been totally fleshed out yet, but will be going into the subcommittee, when we get it flushed out is about how we can initiate a chair elect position to increase continuity from one leadership of the Senate to the next leadership of the Senate.

### **Questions.**

Jessica Pisano commented that the higher than usual number of incoming first year students this semester have self-identified as having some kind of mental health issue, it seems like that First Aid Mental Health Training would be invaluable for so many people, but especially faculty who work with first year students. Is there any university or system wide funding for faculty to get this extensive training over the summer? She is thinking specifically about the contingent faculty who teach first year students. They would really appreciate having this information although this would take additional work; however, she knows there are a lot of contingent faculty who do other work to supplement their income. This beneficial training offering a faculty stipend could enhance increased faculty participation. Does the university or the UNC System have funding?

Chancellor Nancy Cable said there are some possible sources of funds. She would be glad to talk with John Pierce to see what is possible. She also pledges to talk with Jessica, Kai and others on campus who can provide that kind of first intervention, first aid training in mental health for as many of our students who need it.

Linnea Linton asked to speak to her own experience with the Mental Health First Aid training. It is a great start, and for those of us who may have some personal experience with counseling, it is kind of a good addition to that. However, in no way does it make the faculty member a counselor. Her concern is though it sounds good to train faculty and staff though she is not certain this would be useful if there are not enough mental health professionals to followup. How many counselors do we have now? What is the backlog? What is the process for hopefully hiring more folks who are professionally trained to be able to help students who are coming in needing help?

Chancellor Cable asked Melanie Fox to relay briefly. Melanie Fox said if a student has a mental health situation that they are trying to navigate urgently, we can get them in to have a needs assessment within 48 hours of their issue developing and presenting itself. Once they have that needs assessment, they are assigned to a counselor. It can be a week or so, but it should not be longer than a week at this time for students to be able to get in to the counselor.

Linnea Linton said her biggest concern right now is she hears from her students health and counseling is useless. She knows that is not true, but that is what her students are telling her is their experience with having to wait. She has seniors who are dropping all their classes because their mental health is in such a state right now, and they cannot get help. It might be only a week but we are three weeks into the semester right now and she wonders. How is it going to look at midterms? How is it going to look at finals?

Marietta Cameron added in support of Linnea Linton that this is not just something she has heard this or last semester. She has always heard that there is a backlog as far as the Counseling Center though she has not heard that it is useless. She just heard them say that there is a backlog, and they

cannot get in the health center. She will continue to advocate, even as we are trying to get more counselors on campus, that we still have the training available to faculty and staff. She found the training affirming as well as learning new helpful things to do so she now is quite comfortable in the role. She strongly advocates for faculty and staff taking that training. She also advocates for resources for faculty and staff to receive services to deal with their challenging moments.

V. Academic Policies Committee: First Vice Chair Toby King

[Decision Summaries](#)

**\*First Reading**

**\*\*[APC 25](#)** Add new course, LA 378, Race, Identity, Belonging, and Cultures in the Americas  
Revise the Liberal Arts Core Diversity Intensive requirement;  
Make editorial changes needed as a result of the addition of LA 378  
(Tracey Rizzo, DI Task Force, LA)

[APC 26](#) Add new course, LL 320, Language and Gender;  
Add LL 320 under the Humanities heading for Women,  
Gender, and Sexuality Studies

[APC 27](#) Delete FREN 445, French Views of America; Add new course, FREN 450,  
Contemporary French Linguistics  
(Kelly Biers, Michelle Bettencourt, LL)

[APC 28](#) Update Prerequisites for MATH 441 and MATH 452  
(Becky Sanft, Sam Kaplan, Megan Powell, MATH)

[APC 29](#) Petition for Accounting Degree Exemption to SD2015F

[APC 30](#) Delete ACCT 200 and 418

[APC 31](#) Change the following courses in the Accounting curriculum to 4 credits:  
ACCT 215, 215, 301, 302, 317, 340, 342, 405, 416, 417

[APC 32](#) Change the requirements for the Major in Accounting;  
Change the requirements for the Minor in Accounting;  
Remove the reference to AACSB accreditation in the description for the  
department

[APC 33](#) Editorial changes needed due to changing ACCT 215 to 4 credits  
(Jeff Shields, ACCT)

**\*Second Reading**

[APC 10](#) Reinstate 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)

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|-------------------------------|--|
| <a href="#"><u>APC 13</u></a> | Delete POLS 318, 325, 348, 349, 353, 359, 362, and 391   |
| <a href="#"><u>APC 14</u></a> | Reinstate POLS 310 and 324, updating the titles and descriptions   |
| <a href="#"><u>APC 15</u></a> | Add new course POLS 312, Politics of Reparations;<br>Add new course POLS 317, Latinx Politics in the U.S.;<br>Add new course POLS 319, Politics and the Mind;<br>Add new course POLS 339, Politics and Place;<br>Add new course POLS 340, Race and Class in U.S. Politics<br>(Linda Cornett, Peter Haschke, Ashley Moraguez, POLS) |
| <a href="#"><u>APC 16</u></a> | Add new course HRST 301, Writing Human Rights Wrongs;<br>Add HRST Undergraduate Research courses, HRST 499   |
| <a href="#"><u>APC 17</u></a> | Clarify that HRST courses can be used for the minor;<br>Update the list of electives for the HRST minor<br>(Linda Cornett, Peter Haschke, POLS)  |
| <a href="#"><u>APC 18</u></a> | Revise the course descriptions and increase the credit hours for the<br>History survey courses: HIST 101, 102, 151, and 152;<br>Change the description for HIST 451, Capstone Seminar Preparation;<br>Change the description and credit hours for HIST 452, Capstone Seminar   |
| <a href="#"><u>APC 19</u></a> | Revise the requirements for the major in History and History with Teacher<br>Licensure; Revise the requirements for the Minor in History;<br>Update the required credit hours for the International Studies concentration in<br>Interdisciplinary Studies;<br>Update the Social Studies entries throughout the catalog             |
| <a href="#"><u>APC 20</u></a> | Revise the History credit hours awarded for Advanced Placement,<br>Cambridge Advanced International, and International Baccalaureate<br>(Sarah Judson, Ellen Pearson, HIST)  |
| <a href="#"><u>APC 21</u></a> | Revise the requirements for Special Education: General Curriculum (K-12)<br>(Nancy Ruppert, Karen Cole, EDUC)  |
| <a href="#"><u>APC 22</u></a> | Delete ENVR 312 and add new course, ENVR 326, Air Pollution<br>Formation and Impacts, cross-listing it with ATMS 326;<br>Add new course, ENVR 344, Urban Ecology<br>(Irene Rossell, ENVR)  |
| <a href="#"><u>APC 23</u></a> | Add MUSC 350, North American Roots Musics and North Carolina<br>an elective option for the AIIS minor<br>(Jonathan King, AIIS/MUSC)  |
| <a href="#"><u>APC 24</u></a> | 2022-2023 Academic Calendar<br>(Lynne Horgan)  |

If there are questions about the other first reading documents over the next month, contact me with questions so that APC has an opportunity to address them. He stated that each of these documents has been accepted without dissent by APC.

APC Chair Toby King relayed that in response to questions and comments they have received concerning APC 25, Faculty Senate will host a Discussion Forum via Zoom on Tuesday, February 15 from noon to 1:30 pm.

Toby presented the following clarifying and procedural remarks about APC 25. APC 25 has representation from faculty from all divisions and from staff and from students. The task force crafted APC document 25 over the course of the Fall 2021 semester giving regular updates to APC and feedback from departments at the November chairs meeting. This document was introduced to APC as early as possible in January in case there were issues to be negotiated or resolved in dialogue with the LAC taskforce or in wider discussion. Many issues were discussed and considered over the course of two full APC meetings, as documented in the Decision Summary link in our agenda. After fully assessing document APC 25, APC agreed that the document was in a position to stand and be assessed on its own merits. It is presented for first reading here. He is happy to answer clarifying questions now; however, the open forum for in-depth discussion is scheduled for 12 Noon Tuesday, February 15, after the document and decision summary has had time to be fully read and publicly digested. This meeting time was difficult to schedule. He acknowledges that many departmental meetings are held during that hour. He hopes there will be enough flexibility for all interested parties to be able to attend. There is a link to this info and zoom location towards the bottom of today's agenda. APC document 25 comes before the full senate in March for second reading, full discussion and final vote. As with any APC document, he as APC Chair, is open to emails, messages or other queries at any time. If there are further clarifying or procedural questions, we can try to answer them now. Otherwise, we look forward to seeing all interested parties at noon on February 15.

Linnea Linton stated this is adding credit hours when you just simply add numbers. Engineering does not have any credit hours to add. She reads this where it says that though it looks like adding hours that is actually not. We need to figure out a way to make sure that our program is not suddenly unable to comply with requirements of the UNC system because of this.

Toby King acknowledged her concern and looks forward to talking at great length at the open meeting.

Moving on to the second reading documents, Toby King stated that all documents for second reading were passed by APC without dissent. Unless there is a request to pull a specific document, Toby King asked for a motion to accept APC 10 through APC 23, which was seconded. APC 10 through APC 23 passed without dissent.

Toby King then presented APC 24, the 2022-2023 Academic Calendar. This document was passed without dissent after a great amount of discussion and changes. There is a proposal for a friendly amendment.

Lynne Horgan explained the typo regarding the placement of Census Day. Census Day is always the 10th day of the term so the date September 2 should actually be August 26, the Friday before that.

Toby King asked if that change interferes when anything else on the calendar for any reason?

Lynne Horgan replied that everything else stays the same.

Toby King opened the floor for discussion on the editorial change.

Marietta Cameron stated for the record in order to clarify the importance of census day. She believes this is when there is a count of declared majors. The reason that is important for Chairs is those numbers provide justification for positions.

Lynne Horgan added that this is a very important day as far as institutional statistics. It is the day that a snapshot gets taken by the system office and they download all of our data. It is a point in time for many data points. It is also the day that financial aid locks hours and students cannot get

additional aid for any added classes after that day. It is the day that all pending registrations are completed.

Toby King pointed out that APC had talked extensively about this calendar. The changes that had been proposed included an Undergraduate Dedicated Advising Day, which had to do with concerns for our students early in the semester. In balancing that out, it was proposed that our Undergraduate Research Day would get bumped, rescheduled or altered. They discussed this a long time and the idea was basically dismissed by APC for Undergraduate Research Day is a crucial element of UNCA's character and was not a point of negotiation, despite the fact that we did want to endorse Advising Day and the care for our students early on in the semester. They decided to propose working further with those ideas rather than sacrificing something that we considered so fundamental to our character as a liberal arts, undergraduate, focused and mentor-based university. He thanks Michelle Bettencourt for reminding him about that topic.

Michelle Bettencourt wanted the Faculty Senate to take up the Undergraduate Dedicated Advising Day next year when we are looking at the following calendar. She would also like us to seriously consider moving the undergraduate research symposium for the fall to the week before Thanksgiving break. Attendances are typically low when we have an Undergraduate Research Symposium the day before students leave for Thanksgiving break. This is a very important event and we want to honor our students who are engaged in undergraduate research. We need to offer that event on the day where we will get maximum participation. For next fall, it is too late, but she would really like us to take this up next year and look at how we can change the schedule around.

Toby King invited any faculty interested to reach out to Michelle Bettencourt. He wanted to emphasize that this was not a discussion for one for the other. There was a strong sense that we wanted to do both events.

A motion was made to accept APC 24 as amended, which was seconded. APC 24 passed without dissent.

Marietta Cameron recognized and thanked Toby King and APC for the extra meetings.

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

[Decision Summaries](#)

**Second Reading**

\*[FWDC 4](#) Dissolving the Textbook Committee ([SD3508S](#))  
Faculty Handbook [Section 10.3.14](#)

If you have questions to be addressed regarding the one Second Reading document FWDC 4, please contact Becky Sanft, FWDC Chair at [bsanft@unca.edu](mailto:bsanft@unca.edu). FWDC 4 proposes to dissolve the Textbook Committee as a standing faculty senate committee. Becky Sanft did not receive any comments, questions, or concerns after First Reading, and it was accepted by FWDC without dissent. A motion was made to accept FWDC 4, which was seconded.

**Discussion.**

Marietta Cameron asked a clarifying question that will not affect her vote. There is just something to consider here. Is there anything that faculty should be giving input into as far as protocols or practices? There used to be a set of protocols or procedures in terms of a physical textbook. What happens now that we are going through this contract here? Are there not still some protocols that faculty should still have some input?

Becky Sanft said that was a great question that she did not know the answer to. She asked if anyone was present on the Textbook Committee who does know the answer.

Tracey Rizzo answered that we now have a Course Materials Committee, which includes representatives from the library and financial aid. It includes faculty members. [Former] Senator Peter Haschke is on that committee. We have been meeting with the bookstore to review the Follett Access Program, but also looking at lots of other options for low cost course materials delivery. We will be having a brown bag talk later in the month to go over the Follett Access Program and to hear from Financial Aid, and the Library about options for affordable course materials so there is a body that includes faculty members, as well as the relevant staff colleagues.

Marietta Cameron thanked Tracey Rizzo for the answer. In terms of policies regarding course materials, she warns against the movement away from input coming from *elected faculty through the Faculty Senate or appointed by Senate to faculty input only coming through other channels*. She wanted to put that note of concern out there, but it does not affect her vote on the document.

Becky Sanft replied that the concern is noted.

FWDC 4 passed without dissent and 1 abstention.

Elections

Third Vice Chair Becky Sanft

Becky Sanft reported that we are entering election season soon. The handbook states that senators are ineligible for reelection to Faculty Senate for one year, but they can request a leave of absence from Senate for an additional year to pursue valid academic concerns. Faculty on phase retirement can also request to remove their name from the ballot. We received requests from four people this year requesting a leave of absence for the coming year. All requests were granted by EC due to the extraordinary circumstances we have faced. The elections are starting soon though they are going to start slightly later than previous years due to some unexpected challenges.

Becky Sanft took a moment to thank Peter Lewis, IREP, Ray Michaels and ITS, and especially Lisa Sellers for their help in overcoming these challenges and getting ready for election season. She thanked Melodie Galloway and Marietta Cameron for encouraging people to consider Faculty Assembly. She encouraged colleagues to consider serving for these important roles.

Marietta Cameron thanked Becky Sanft and FWDC and pointed out the wonderful job Becky Sanft is doing in her first year on Faculty Senate. She is the leader of a major committee and wanted to give a shout out to her.

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

Jinhua Li reported that IDC continues their work in the discussion and study into program review. They have gathered information and are trying to learn best practices. There will be an update when they have drafted their report and/or a Senate Document.

They are waiting to have their first UPC meeting this academic year.

IDC and APC will have a joint meeting regarding an intellectual property proposal document. After that meeting, they will submit their recommendation to FWDC so that the faculty handbook can be updated.

They are also glad to bring Jake Butera, who is an IDC member, and Seth Ligo to one of their IDC meetings to discuss the Global Studies Center. She will report after that meeting.

Jinhua Li wished all a very Happy Lunar New Year!

Marietta Cameron thanked her and wished her Happy New Year. She also wanted to recognize Jinhua Li in that she is in her second year in the Senate and her first year in a leadership role. Excellent work from Jinhua Li and IDC.



## VIII. Provost Garikai Campbell Remarks

Provost Campbell wanted to speak to what they hope to share with the community soon. A little while ago he had shared with chairs and program directors the evolution of our narrative. There is a way that we want to engage the community and how we talk about ourselves and what we are doing. They have just completed a version of this narrative that they are able to share soon with others so they can have some conversations as well as follow up conversations for that. Those who come to the chairs and program directors meetings know a little bit more so he asked pardon that some know more than others, but he hopes to share fairly soon.

One of the things that is at the heart of that discussion is what he thinks is our single most important objective: student success. From their last chairs and program directors meeting, one of the things that he is focused on is one of our primary institutional imperatives or a main goal. This goal is not a goal we have not always had. The goal is consistent with our mission and consistent with the work that he knows that the faculty and staff do here every day and have done for all of their time here. It is an objective that is increasingly important for us to be hyper-focused on - to be aware of the data around this objective. Measuring specifically things like our enrollment, our Fall to Fall retention rates, persistence to graduation, degree efficiency, our four-year graduation rate, and, placement. Once our students leave us, where are they going? All of this is the kind of metrics that are important for us to know that we are really satisfying our objective, the thing that we care most about here. You are going to hear more and more about the metrics that we are going to be using and needing to track set targets and aspirations that guide our work.

As part of this, Provost Campbell wanted to say that this narrative that we are talking about is the flip side of that same coin. He has said this in a couple of meetings that it is obviously important if we are going to be asking you to put your arms around our students even more then we better support you being able to put your arms around our students and care for them and get them to where they want to go and where we would like to see them go. It is important for us to think about the things that matter to the faculty and staff. He knows that there have been many conversations about everything from compensation, professional development, and time. Certainly for the newer folks in the community, the thing he keeps hearing about is housing. He thinks we just ranked the most expensive place to live in North Carolina of all the major cities. We are fully aware of this and he wants folks to know that hears them. He also has had many conversations about how we are engaging each other around our various identities, identities that include a parental status, race, gender, rank, tenure status, and even in some cases, our discipline or subdiscipline.

It is also clear that there are many places where we need help engaging around how we talk to each other, how we communicate, the structures that we have in place, and the decisions that we make that allow us all to flourish. In the context of this diversity, it is going to be important for us to really think explicitly about this to ask some hard questions to challenge ourselves about this. He is really committed to trying to figure out how best to do that. It is very clear from some very specific conversations that this is work that needs to be done both on the small scale and across the institution. Developing community ways that we can strengthen and are informed by all of this work. He has talked about the privilege and the constraints that we all have, individually and as a collective. All of this is part of what he considers the other half of the coin to achieve the objectives with the students being the kind of strong, healthy, and vibrant community that we need to be.

Over the next two weeks, he will be speaking to the concrete steps that he hopes take us to really think about this and to really lay out more detailed plans. He is going to look forward to having follow up conversations once those things are out so that we can make sure that we are in fact the community that we need to be achieving the objectives that we need to achieve for our students.

Marietta Cameron thanked Provost Campbell. She looks forward to being engaged in some of those discussions.

## IX. Chancellor Nancy Cable Remarks

Chancellor Cable thanked all for centering on their work around the good of the institution. She is very grateful.

She wanted to recognize the good work that Jamie Head and Christy Williams did literally day and night throughout their holiday vacation through our first week in January and onward, in order to ensure that all of us had some confirmation about raises and some clarity about our pay. To agree with Kai Campbell, clearly, we are

living in a very expensive place. Our salaries have not kept pace over the years for a variety of different reasons. The faculty can count on the Chancellor, the Provost and others to be very strong advocates to remind UNC system leadership that faculty salaries and staff salaries are a critical need across all the institutions, but especially for us that have been underfunded for some period of time in a very significant way that we have proven through our revitalization plan. She wanted to thank those two people that did so much work in HR, from which we all will benefit.

Second, Chancellor Cable wanted to speak to our Student Body President Demon Thomas's comments earlier. She has been asking for a number of years since I got here for a better onboarding and orientation to values of the institution for every single new employee. While we are waiting to find our new Vice Chancellor for Human Resources, she would like to still see that we have some Intuitional Equity work going on this. We will be working with IDC and Faculty Senate Executive Committee to get these things started even before we have our senior leadership there. We cannot wait. Having professional workshops that allow us to embrace, understand, practice and think deeply about the importance of DEI work here and accepting one another in all of our different aspects of our lives is very, very important.

Chancellor Cable commends Demon Thomas for bringing this forward, and he can count on both the Provost and the Chancellor to take up this mantle and to find a way to do this even before we have administrative leadership in this area. I want to mention that the search for the Vice Chancellor for HR and DEI has been launched and is being co-chaired by Lakesha McDay and Ameena Batada. We are out there already making phone calls and sourcing good candidates. The Chancellor will keep the Faculty Senate posted on this as we go forward. She is hoping that by mid to late April, we will have a leading candidate after very extensive interviews with semi-finalists and on campus interviews for several of our finalists.

The Board of Trustees will meet next week, all day on Thursday in committee meetings. Those meetings are open unless there is a call to go into Executive Session. I think almost all of those committees will be open next week, and you are welcome to attend. Some of the things they will be dealing with is the report of the campaign study of lead donors in order to select the right and reasonable goal for the comprehensive campaign. Funding for academic departments, funding for faculty development, funding for students scholarships, and funding for a number of other capital projects like improving our teaching facilities still remain at the core of the campaign priority.

The UNC system has made a very important decision about the ability to retain the revenues that come from out of state tuition. This is a major change and has a disproportionately positive effect on places like UNC Asheville, UNC Greensboro, Elizabeth City, State, and others that have been more squeezed on financial resources.

Chancellor Cable looks forward to Common Grounds planned for Spring Semester on various topics like the UNC System funding model.

Provost Campbell and Chancellor Cable have had a very productive discussion with the Minister of Education from the Eastern Band of Cherokee Indians. We have made a joint commitment to revise and energize and re-energize all of our work related to Cherokee, not just our lands agreement, but new recruitment possibilities and new summer school opportunities for Cherokee students. We met with James Bradley, who has agreed to our proposal to get this memo of understanding (MOU) we updated by the end of this semester, so we will keep you posted. Certainly, IDC will be involved in some of that work. She is excited about the opportunity to do that.

The external review of Student Affairs top-to-bottom programming policies and staffing hiring is underway. It started in October with two national leaders - one the former President of Elon University and the other is a very fine, long-standing national leader in student affairs from the University of Virginia. They have produced two reports that we will share first with IDC and then she hopes that they will come to the full Faculty Senate for information and comment at some point in the next two meetings. She thinks this work will conclude in late April. The search for our Vice Chancellor for Student Affairs, replacing the very big shoes of Bill Haggard, is well underway and we hope to have someone appointed to the job by May 1 with a start date in June. She is grateful that Regina Criser is Co-chairing that search committee with her. We have a good list of faculty on that committee as well.

She gave a shout out to Jay Cutspec, Sarah Broberg and David Weldon. Though OMICRON is receding in terms of its threat to us at large, there are still important reasons to be cautious. She is very grateful to all of you who have been following the established guidelines to the extent that you can. We will be standing up testing sites, they are already underway Friday, Saturday and Sunday. They hope to set up another vaccine site to meet the very crucial needs of this community, particularly for the pediatric vaccines that families and students may choose to take from the five year olds to 12 year olds. She thanks Jay, Sarah and David who continue daily to monitor the conditions and keep us informed.

On February 8, at 3pm, Jake Butera, Seth Ligo and Chancellor Cable will host a faculty and staff town hall on the future of global studies and a Global Studies Center. She welcomes the Faculty Senate's participation in this. This will be the first of at least two town halls that we do as we are working on this project. She wants to thank both Jake and Seth for taking on the leadership of visioning and planning toward the launch of this and its component parts and its future for institutional good. Please join us on February 8 at 3pm.

As mentioned previously, we have a series of common grounds coming up. She is really hoping we can do these in person. The first one will be on budget, finance, and the enrollment funding model from the state salary. She has heard you clearly again today that the mental health needs of our students are not fully being met. Despite the very good work of Jay Cutspec and others. She has heard you. She is not sure she is in a position right now to offer a solution, but they will work on that beginning tomorrow. Taking care of our students in this way and each other is so important.

The last thing is we have submitted our proposal for the use of the first allocated money. That is coming from the state legislature this year to address our very serious attrition, retention, enrollment, student life and advising, and student success issues. We are waiting for a final approval from the UNC system primarily from President Hans and Vice President for Academic Affairs Kim Van Noort. She commends all of her senior staff colleagues for their tireless work so that the money will immediately move the needle on some of our great institutional liabilities. She is optimistic that we will be approved for the money to be distributed. It will fall into a number of categories. Certainly enrollment will be one, marketing and strengthening our presence for the recruitment of students, the recruitment of faculty, student success, reducing student attrition, and increasing student retention. This is where the system is giving us the highest press that we have to change this up. We will get another distribution next year. She is very confident and hopeful that we will have a positive response from our students and the engagement of faculty will be a critical variable in this. We will also be working on support for faculty. In student life, it is very clear that while we have had good leadership in student affairs, we need to revitalize that area of our student life from onboarding and orientation all the way through the student activities. We provide leadership programming and a greatly improved Career Development Center that works from students from the time that they arrive on internships, paid summer jobs, paid internships, research opportunities, job placement, and graduate school placement.

Marietta Cameron thanked Chancellor Cable.

Chancellor Cable said she is interested and anxious to hear from any of you about any of these matters.

#### X. Old Business / New Business / Adjourn

Marietta Cameron and Toby King will get together and get an email out concerning the discussion forums for APC 25 on February 15 at noon. We are inviting the LAC DI Taskforce to also come and be a part of this discussion.

As Demon Thomas mentioned, this is Black History Month and Marietta Cameron encouraged her colleagues to look into some awareness of pioneers in our disciplines that we do not necessarily know about. This is one of those things that we can help create an inclusive, welcoming and learning environment is to acknowledge that everybody who has contributed to the field does not necessarily look the same. At least take this moment to just be a little bit more aware of the contributors in disciplines and there are diverse contributors across all disciplines.

Marietta Cameron adjourned the meeting at 4:59 pm.