

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE MINUTES for November 4, 2021; 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. Cosette, A. Dunn (alternate), V. Frank, B. Hook, S. Kapur (alternate), C. Kennedy, J. Pisano, R. Tatum, L. Ward, S. Williams, J. Zunguze, G. Campbell.

Member: T. Ruffin.
Excused:

Visitors: N. Cable, A. Boakye-Boaten, E. Boyce, S. Broberg, K. Brown, T. Burns, K. Campbell, J. Dougherty, B. Felix, M. Galloway, B. Haggard, B. Hart, E. Harvey, M. Harvey, L. Hewitt, H. Holt, L. Horgan, A. Lanou, 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 Campbell talked about work to help alleviate students. He highlighted three people while acknowledging there were many who helped support this effort: Shannon Shepherd, Alexis Levenson, and Suzanne Bryson. They were instrumental in helping our students in alleviating and getting rid of much of their debt. This is a huge move and very important for our students, and he applauds their work. They have also been able to hire two new student success coaches: Brittanie Jones and Keenan Mosley.

Provost Campbell has been working in collaboration with Sarah Broberg thinking a lot about the way that we talk about and define ourselves as an institution. They look forward to sharing some thoughts about the language that we use, about how we talk about ourselves, what we are saying about ourselves, and looking for a conversation about this, particularly in a context framing of liberal arts, and what does that mean? And how do we understand that in this 21st century? More to come on this.

He passed off to the Chancellor the topic that faculty through their senators requested information regarding voluntary turnover. He believed there were two essential components of the concern that was raised. One was an issue of communication. Do we have a mechanism that allows us to share who has left and who is coming? Thanks to Sarah Broberg and Christy Williams in HR, they were able to ensure that in Weekly Wag who is coming and going. The second part of that concern was simply that there was a bit of turnover that raised some questions and wanted to make sure that there was an opportunity to share some comments about that. Provost Campbell turned the floor over to Chancellor Nancy Cable to make some comments about turnover.

Chancellor Nancy Cable was deeply concerned to hear this week that there is what has been represented to them as fairly widespread worry and concern about whether the departure of some of our colleagues, staff and faculty, might be signaling a continuing decline of the university and weakening of who we are and what we stand for. To put this first in the national context, in the media this is currently being called the time of "The Great Resignation," whether it is due to COVID or not. There is a national phenomenon of movement in the marketplace for employees at all levels of profit and nonprofit enterprises moving around. They have done quite a bit of hiring as many are aware who have served on search committees or met with candidates. The hiring has come after holding open upwards of 80 positions over last year so that we would ensure the maintenance of employability

for as many staff as wanted to stay. On the day prior to the senate meeting the Chancellor was told that since June, the number of persons that have resigned from the institution numbers 19. Some of those are highly visible, well-known people such as Sarah Humphreys Nationale who has finally and after some years of building her own skill base, has been offered a very leading position in financial aid as Dean of Admission at UNC Charlotte. That is something she has aspired to do for a long time. It is a huge loss for us

Some who have left may depart who are dissatisfied that we have not for four years been able to increase salaries. Although we hope if there is a state budget, we will get right on that. Some are going for family reasons, relocating with a spouse or a partner. There are a number of reasons.

Every person who is leaving the institution, staff or faculty, will be asked and invited to have an exit interview from which we can learn perspectives about how the institution can be better serving all of its employees.

The Chancellor is concerned to hear one reference to "the ship is sinking and we better get off before the rats get off." She pointed out that we have had enrollment increases due to the work on retention by Provost Campbell, Regine Criser, Lynne Horgan and many others. The institution is a bit stronger than it was last year, despite all the craziness of COVID. We are financially a little better off and certainly hoping that the state budget gives us a chance to upgrade our salaries for all persons. She opened the floor up for questions.

Provost Campbell said there will be complete transparency on the positions filled. He did say in the 55 proposals they received, multiple proposals were submitted with the idea that one would be approved. So although there were 55 proposals, He does not think there was the expectation that there would be 55 positions.

Chancellor Cable said she has a list of staff requests they are working on to determine what is affordable and able to be filled during this fiscal year. They are hoping that we will have quite a few new employees, filling the positions that have been open a year ago.

Robert Tatum has a little fear that there may be, if it is not taken seriously now, worse to come. The last few months, the labor markets and inflation have actually gotten even hotter. The numbers in terms of salary increases should look very different than they might have a few months ago. Is there a sense of that? What can be done to help the state think better about these things? What can you tell us?

Chancellor Cable replied that they have been assisted in getting a read on what the state budget process is through Lakesha McDay, who is our new Executive Director of Governmental Foundation work. She and the Chancellor have heard directly from a legislator that the state budget is very close to being passed. One of the issues that is being discussed is the expansion of Medicaid where the Governor and the State Senate had reached an agreement on that extension. At this point, the State House is saying we are not in favor of that agreement so there are negotiations going on. Although she has heard that we may not get a state budget at all, we are the only state in the 50 states of the United States without a working budget right now, which makes things extremely difficult. She will expand more when she gives her remarks toward the end of the meeting for we have been given a lot of opportunity to speak directly with legislators recently and have received very good feedback for this institution. She is not sure if we can get any more information until there's some kind of a breakthrough in Raleigh. As she understands it, this is at a stalemate, and that is yesterday's update.

Marietta Cameron received a question that a person wanted the senate chair to ask on their behalf. Is there a plan to fill open faculty spots and what is the status of adjunct requests?

Provost Campbell reported that with respect to the faculty positions, they went through the process of having all of those proposals submitted by chairs and the program directors. They went to the Position Allocation Committee (PAC) and were reviewed over 3 three-hour sessions so PAC has

done its job. The Provost is now looking through all of those recommendations, putting dollars next to them, and essentially making an assessment of what is the total budgetary impact - what is the financial impact of all of those decisions. There will then be one more review that will include John Pierce and the Chancellor. We want to make sure that we understand what the budgetary impact is, modify if necessary, and then be definitive about what the decisions are based on that. That is how we will decide which of the positions are filled and which will remain open. The Provost is very grateful for all of the PAC members for their work on this. There was a lot of discussion over three very long, extensive meetings.

Provost Campbell reported that the adjunct requests are going through their normal process in that they do not typically make those decisions until after we have some more data from the registrations.

III. Approval of Minutes: October 7, 2021
The minutes from October 7, 2021 passed without dissent.

IV. Introductions and Reports to Senate

Student Government: President Demon Thomas

SGA President Demon Thomas reported that November was the last month of programming for the calendar year. They will have their LGBTQ plus mixer on November 19. They also have had their fashion show and connected with the Body Positivity Alliance group. He gave a shout out to all the professors who participated in the BIOPIC Advocacy Week. Thank you all for your support for that was an amazing event that he hopes continues next semester.

Marietta Cameron thanked Demon Thomas and wanted to recognize all of the work that the SGA is doing to promote community on campus and she applauds the SGA for being active at a time that it has been needed. She always wears her blue suit on the 19th and the 27th of each month to show school spirit.

Staff Council: Tim Burns

Tim Burns reported on behalf of Staff Council filling in for Kim Kauer who usually fills in for Staff Council Chair Jordan Perry.

Staff Council will be bringing back the Leaves of Gratitude in November and they still are doing Staff Spotlights in the Weekly Wag.

Marietta Cameron appreciates opportunities to interact with the Staff Council. Staff Council Chair Jordan Perry is also a staff constituent representative to the Board of Trustees while Marietta Cameron is the faculty constituent representative to the Board of Trustees.

[Faculty Assembly Report:](#)
[Faculty Assembly October Minutes](#)

Melodie Galloway, Secretary of Faculty Assembly

Executive Committee Report: Senate Chair Marietta Cameron

Marietta Cameron shared that the Executive Committee meets weekly on Thursdays at noon including the Thursday of the senate meeting. They also meet every two weeks for Shared Leadership meetings with our chancellor and our provost. These meetings are very productive.

Marietta Cameron, on behalf of the Executive Committee, wants to thank faculty for the emails that they send. The EC definitely tries to be responsive to those emails. One thing that she really wants to point out is some logistical things with the facsen@unca.edu email. That email distribution list works similar to our faculty_official and staff_official lists, where members within the group can email each

other freely with that distribution list, but those that are not a member cannot freely send. Like when you are not a member of staff_official, your email does not go through. The difference is when you are not a member of the facsen email, what happens is it goes into moderation. Our Faculty Senate Administrative Assistant, Lisa Sellers, is the one who catches it. She forwards it to the Senate Chair. The current Senate Chair looks at it and says to send this to immediately share with EC. If it is something that is before the full Senate and it is on the agenda for first reading, her policy would be to send it to the full Senate at that point. If there is something that is still in a subcommittee, it will go to that subcommittee and not to all senators to allow the subcommittee to continue to do its work. The work of each subcommittee is to vet some things that may come out of the committee, some things may not come out of the committee. We welcome your emails and please note that on our senate agendas, we state that you can send emails directly to the Senate Chair and that has been the practice that concerns have been forwarded to the Senate Chair or one of the Vice Chairs.

The facsen email distribution list was created by our administrative assistant to assist her in sending emails to the Senate and ex officios of the Senate. The membership of facsen includes the current senators, alternates, the Chancellor, the Provost, the Chief of Staff, the ex officios including the deans and the register's office representatives. Okay. oh and Chief of Staff. There was some confusion this month where over the past decade the assistant only has noticed no more than 5 emails from the outside. We have received a record number of emails coming in from different issues. We are thankful for that and are looking into having a message board so the faculty at large can directly express their concerns, compliments, excitement, suggestions, and whatever. We are looking for a way to do that so that faculty can communicate directly their concerns with the Senate. Please note that that board also, like most discussion boards, will be moderated, of course, making sure that we are all following the rules, so to speak. The message board is a great idea and thank Lisa Sellers for that because that is Lisa's idea.

One of the items of concern coming to them via facsen email was the staff attrition matter. EC did address the matter and Marietta Cameron thanked both the Chancellor and the Provost for their remarks and the other responses such as the new feature of comings and goings in the Weekly Wag. She thanks Communications for their work as well as thanking faculty colleagues who raised the issue. This is definitely evidence that we are concerned about the entire campus community. Faculty were raising concern about our staff colleagues and recognizing that our concern about our staff colleagues' well being. This has been a long-standing attribute of this community and continues to be.

Marietta Cameron also wanted to mention that along with Melodie Galloway serving as Faculty Assembly Secretary this year that we have a second delegate, Aubri Rote also serves on the Faculty Assembly as our delegate. Marietta Cameron serves on the UNC System Faculty Senate Chairs Committee. They meet on Thursday evenings before Faculty Assembly meets on Friday. As Melodie Galloway mentioned, there is a survey that the senate chairs received and she will fill out the portion about the Ombuds program and will give them the link to our Faculty Handbook, which is a public document. Other questions she will not answer since we have not done a formal study. Marietta Cameron also still serves on the Faculty Assembly Diversity, Equity and Inclusion Committee, which meets tonight at 7pm.

V. Academic Policies Committee:

First Vice Chair Toby King

[Decision Summaries](#)

First 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)

Second Reading

[APC 1](#) Change the course description for PSYC 214, Developmental Psychology

[APC 2](#) Change prerequisite for PSYC 319, Educational Psychology
(Mark Harvey, Caitlin Brez, Evelyn Chiang, PSYC)

[APC 3](#) Add courses for the Place-Based Public Health Concentration in
the Master of Public Health degree

[APC 4](#) Add Degree Program, Master of Public Health in Place-Based Health
(Amy Lanou, MPH)

[APC 5](#) Revise the Conditional Readmission Policy
(Lynne Horgan, Alicia Shope)

[APC 6](#) Change the title and description for EDUC 325,
Classroom Management and Instructional Differentiation to
Classroom Assessment and Instructional Differentiation

[APC 7](#) Change prerequisites and add term offered for EDUC 342,
Diagnostic Assessment and Instruction in Reading
(Kim Brown, EDUC)

APC Chair Toby King began APC's report by drawing attention to their first reading documents: APC 8 and APC 9. APC 8 is changing credit hours and course descriptions for management 488 and 489, as well as an update of the listing of hours for the requirements of experiential learning, which brings some of their experiential learning courses into the four-credit model. APC 9 is a specification of requirements that already exist for Education and is just a clarification document. He asked faculty to please take a look at those documents under First Reading and their decision summaries before they are discussed next month.

Regarding Second Reading Documents, the APC Chair has not received any feedback and they all (APC 1 through APC 7) passed unanimously through APC. Brian Hook asked to pull APC 3 and APC 4 from the bundle so he may ask questions. A motion was made to accept APC 1, APC 2 and APC 5-APC 7, which was seconded. The Senators voted on the bundle. APC 1, APC 2, and APC 5 through APC 7 passed without dissent.

A motion was made to accept APC 3 and APC 4, which was seconded. There was no objection to bundling APC 3 and APC 4 since Brian Hook had the same question for both documents.

Discussion. APC Chair passed the floor to Brian Hook to ask his question.

Brian Hook began by saying he wanted to commend Amy Lanou and everyone who worked on the MPH Program. This is a great program. His question is primarily on the staffing. There is a great deal of explanation of the staffing plan at the back of APC 4. He believes a lot of the weight is being carried by the UNC faculty. There is clearly planning about staffing from HWP and covering it. What is the contingency plan, though, if those faculty members from Chapel Hill cannot teach for a semester. He asks partly for the larger issue of master's programs. He is not questioning the program for this is

great work. He is just thinking through what would happen if one of those faculty members could not teach for a semester. Would Chapel Hill pick up the difference? Would we pick up the differences? Is Health and Wellness Promotion okay with that? That is his question.

Amy Lanou replied that she is happy to do her best to address his question. They actually are using three pools of faculty. One, the UNC Asheville faculty who have expertise in public health-related areas. In fact, they have a chemistry professor from UNC Asheville teaching in the spring with us, which is exciting. Two, they have the UNC faculty who are actually on site with us full time. Yes, if one of them had to take a leave, we would have to backfill the classes that they are teaching. Their third pool is what we call our community faculty. These are public health experts who are working in the field that are the adjunct community faculty line.

For example, Amy Lanou was slated to teach a course this spring in the program so they got a community faculty to fill that slot. This is her approach: if there is a UNC faculty or a UNCA faculty member that wants those slots and can fit it, then we prioritize that, but when we cannot fill all of our classes with those two pools, then we look at other pools.

One of the great things if the UNC System Office approves the joint program (it is up for vote at the Board of Governor's November Meeting) is they will have access to funding to bring in an additional faculty member who is halftime for UNCA and halftime for the program. They are in hold mode relying on state appropriation funding provided by MAHEC.

Brian Hook thanked Amy Lanou for her answer. He said that the last thing anyone would want since HWP is one of the largest majors on campus is that faculty would have to be pulled into MPH and hire more adjuncts for staffing HWP. It is a general concern that floated around when we were talking about master's programs years ago. However, he knew Amy Lanou had thought about it and addressed it. He thanked her for her clarification.

APC 3 and APC 4 were voted on together and passed without dissent.

Marietta Cameron asked faculty to please give colleagues who are Chairs of the subcommittees heads up about questions and concerns about documents coming before Faculty Senate for discussion and vote.

- VI. Faculty Welfare and Development Committee: Third Vice Chair Becky Sanft
[Decision Summaries](#)
Appointment of Social Sciences Representative to the Institutional Effectiveness Committee

Second Reading

[FWDC 1](#) Dissolving the Lab Safety Committee (SD1613F) (SD8003S)
Faculty Handbook [Section 10.4.32](#)

[FWDC 2](#) Addition of SGA Representative to be a standing appointment to the Environmental Health and Safety Committee. SD1713F SD8007S (formerly Energy & Safety as well as Safety and Health Committee)
Faculty Handbook [Section 10.4.13](#)

[FWDC 3](#) Change faculty representation on First Year Experience Advisory Committee. (SD1613F) (SD8003S)
Faculty Handbook [Section 10.4.32](#)

Becky Sanft presented the FWDC nomination to fill a vacancy on the Institutional Effectiveness Committee. The vacancy is for the Social Sciences Representative and they recommend Michael Neelon. A motion was made to accept the nomination, which was seconded. No discussion.

The motion to appoint Michael Neelon to the Institutional Effectiveness Committee passed without dissent.

FWDC presented three documents for second reading. The FWDC Chair did not receive any comments and they all were passed unanimously by FWDC. FWDC 1 proposes to dissolve the Lab Safety Committee as a Faculty Senate Standing Committee.

A motion was made to accept FWDC 1, which was seconded. No discussion.

FWDC 1 passed without dissent.

FWDC 2 proposes the addition of a Student Government Association representative as a standing appointment to the Environmental Health and Safety Committee. A motion was made to accept FWDC 2, which was seconded. No discussion.

FWDC 2 passed without dissent.

FWDC 3 proposes changes in the number and composition of faculty representation on the First Year Experience Advisory Committee and it also specifies the term of at large faculty members of two years, which was missing. A motion was made to accept FWDC 3, which was seconded. No discussion.

FWDC 3 passed without dissent.

Marietta Cameron thanked FWDC for all their hard work and made a statement similar to the one she made on the behalf of APC to ask faculty, staff, and senators to please send comments, concerns, and questions to FWDC Chair Becky Sanft at least 2 weeks prior to the Senate meeting so that FWDC may meet and address them.

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

IDC Chair Jinhua Li reported that IDC does not have any documents to present at this time, but they have updates to report. IDC met with the director of the STEAM Studio Sara Sanders and other interested parties to understand the challenges of the day-to-day operation of the STEAM Studio. They are also continuing their preliminary research phase of a potential program review process. The first UPC meeting is scheduled next Thursday, the 11th of November, and they look forward to receiving any updates on the University Development Plans and Initiatives. She also welcomes questions from anyone.

VIII. Chancellor Nancy Cable Remarks

Chancellor Cable had a couple of announcements. This week represents progress and real change in the area of building renaming. Some of you know that just last evening, we gathered together to announce the four buildings that would be renamed and the actual names they would now hold and bear. She hastened to say that this work could not have happened without the advocacy of a number of faculty and staff colleagues over the years. We are really standing on the shoulders of individuals in this body of faculty and some staff who have worked very hard to push these issues over the years, and to whom she is very grateful. She gave a shout out to the Taskforce on Renaming that was convened by the Chancellor, Lyndi Hewitt and Darin Waters on the orders of the Board of Trustees which commissioned this work to be done over 15 months ago. She is grateful to the following members of that task force who worked so hard:

Darin Waters and Lyndi Hewitt Co-Chairs
Agya, Boakye-Boaten
Juan Sanchez Martinez
Jinhua Li
Dan Pierce
Andrea Martinez
Luke Givens

Isaiah Green
Brailey Sheriden
Elina Morrison
Kenya Edwards
Lakesha McDay

Each and every one of these individuals also benefited from the advice and involvement of the following advisors to the committee:

Dwight Mullen
Bill Haggard
Gene Hyde
Heather Parlier

The work of this committee allowed us to choose four buildings to rename. I think most of you know first and foremost was Carmichael Hall, which now is Delaney Hall for noted woman educator and UNCA alumna, Francine Delaney; Hoey Hall will now be named for Miss Julia Ray, a leader in this area and region for years also an UNCA honorary degree recipient and a former trustee (Miss Ray with with was with us yesterday and she has just celebrated her 107th birthday) who is one of those persons on whose shoulders we stand every day here for her courageous and stalwart leadership to this institution; Ashe Hall is named now for Miss Ella Bird, *Beloved Woman* of the Eastern Band of Cherokee Indians, is an UNCA honorary degree recipient; and Vance Hall has been renamed for Wilma Dykeman who is a noted author. advocate for racial and women's rights and environmental stewardship of the land, born and raised just two miles from campus. We celebrated three last night -- Julia Ray, Francis Delaney and Wilma Dykeman. We will do a follow up celebration to honor Ella Bird at a date to be determined later in the month of November.

The Chancellor is proud to be affiliated with an institution that took this task seriously. She is also proud of the full unanimous vote in support of these changes by our Board of Trustees. Thank you all for the part that you played over time and in the work of this committee.

The second item is about the state budget. Thanks to the work of Kai, John, Lakesha, and herself going down to see legislators several times, the good news is if a state budget gets passed in the state of North Carolina, the Chancellor has been told that our institution will be receiving a substantial legislative grant to help the university with one time expenses to help grow our enrollment, address retention issues, support with academic success coaches, and perhaps a few things in the academic affairs area. The Chancellor and the Provost led meetings with a number of individuals to determine how that windfall might be used. It must be used this year and next year. She hopes this will happen for us, for it is a sign of good news that we have now captured their attention, not just our own regional delegation, but more importantly, those in control in the Senate and the House to understand that the institution has not in a long time asked for major money. This is a first sign that she hopes is followed by other opportunities.

Related to this, last week we were fortunate enough to be visited by two leaders in the legislature who had heard of our concerns, our revitalization plan, and our requests of the Board of Governors and the UNC system for attention. They actually came to Asheville, were willing to listen to us present the revitalization plan in its broadest outlines as an executive overview not going down into

a lot of detail, and then these two leaders also saw some of our buildings on campus. Some of our Board of Trustees met with these two leaders. With the help of our board, we were able to get an early signal that they do want to be of help to the university. We formally asked them for an amount each year that would help us stabilize our salary issues, correct any any or as many inequity issues, to get an annual talent scholarship available to students who come from a certain adjusted gross income to be guaranteed that they would graduate from new UNCA with no debt.

The early response was they are interested and grateful that “you are not asking for the moon” was one of the quotes. Another comment was “It looks like you have done some careful study here.” and another “We will be watching and working on your behalf in the legislature in the coming years.” The Chancellor is heartened by their response. We do not have anything in writing saying there is money coming tomorrow, but for the first time in her three and a half years here, we have gotten serious attention from the legislature and from the UNC system. She promised to keep the Senate posted on as well as the Provost and Chancellor will both update moving forward.

Provost Campbell added that he thinks this is extraordinarily hopeful and positive news that we are getting their responsiveness. He believes a lot is owed to Chancellor Cable for her tireless efforts to to reach out, invite the legislators to our campus, to make sure that they are aware of all of the great work that we are doing is certainly the greatest component of why they have taken notice and are looking our way. Chancellor Cable thanked the Provost for his support.

It is time that we start up our common grounds discussions again. She and the Provost are going to try to host one session on what was presented to the legislators so we know what is in play on this. They will try to do that before the commencement date on December 10. The second common grounds will be about what is happening with our budget. Our budget this year and the budget we are building for the fiscal year that will end in June of 2023 that is called the FY fiscal year 23 budget. Another common grounds will be in early February focused on admissions, retention and financial aid. The biggest expectation of the UNC system is that we repair our weaknesses there and get a lot stronger in all three of those areas. The third one will likely be in late February or early March that will be on curricular innovation, master's programs, new pedagogical options, our use of summer school and camps and conferences as well as the possibility of additional programming for pre-college students. The fourth is likely to be mid-to-late March and will be a conversation with our trustees and updates on where we stand with our campaign priorities. We are raising money and we have lots to raise. She wants faculty and staff to understand how this will directly support academic affairs, the modest growth of the faculty as we grow the headcount of our students and graduate programs after they go through Faculty Senate procedures. We will put actual dates and times so we are maximizing a way for every faculty member and every staff member to hear about these things that relate to the strengths and weaknesses of this university because we are all in this together.

Marietta Cameron noted that the chat is filled with thank yous to the Chancellor for her work, tireless efforts and representation. She always thanks the Chancellor for her comments.

Chancellor Cable replied that she appreciates everybody's good regards that mean a lot to her.

IX. Old Business / New Business / Adjourn

Senate Chair Marietta Cameron adjourned the senate meeting at 4:43 p.m.