

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE MINUTES
April 4, 2024; 3:15 pm, Laurel Forum, Karpen 139

Members Present: D. Eggers, A. Laughlin, K. Boyle, M. Mahoney, J. Beck, R. Berls, J. Brown, B. Felix, S. Kaplan, S. Kapur, T. Meigs, B. Sanft, R. Tatum, E. Tomberlin, R. Vandaie, C. Whitlock, S. Williams; H. Holt.

Members Excused: L. Ward.

Visitors: K. van Noort, A. Boakye-Boaten, L. Bond, M. Cameron, R. Criser, J. Dougherty, C. Filgueiras, M. Galloway, R. Gusain L. Han, M. Harte Weyant, L. Horgan, J. Horton, S. Judson, T. King, J. Konz, M. Moreno, G. Reynolds, T. Rizzo, A. Rote, A. Shope, A. Strickland, M. Strysick.

I. Call to Order and Welcome Faculty Senate Chair Dee Eggers
Interim Provost Herman Holt Remarks

They have worked on the course schedule to make it feasible to have a schedule that is hopefully sustainable and cost friendly.

Chancellor Kim van Noort Remarks

Chancellor van Noort attended a talk today given by the parents of Tyler Hilinski, the star quarterback with Washington State University football team that won the national championship in 2013. He subsequently committed suicide, and his parents decided to go on the road to talk to folks, particularly student athletes, about the importance of tending to mental health. She encourages everyone to be committed to the mental health of all students.

Approval of Minutes: February 8, 2024, and March 7, 2024

The minutes from February 8 and March 7 were approved without dissent.

II. Introductions and Reports to Senate

Staff Council: Staff Council Chair Elect Lauren DaHaan

Staff Council has been collecting award nominations for Staff Awards. These are still open for another day or so. They would be happy to accept nominations of staff from faculty. In May, Staff Council will be in discussion with General Counsel regarding free speech zones. The last item is that Staff Council will push back recruitment for new Staff Council members until late June/early July.

[Faculty Assembly Representative Report:](#) Vice Chair Toby King, Evelyn Chiang

Discussion:

Marietta Cameron asked if there has been any discussion in Faculty Assembly about DEI dismantlement, and if there is, has there been concern expressed for minorities.

Toby King said that the item is on the agenda for tomorrow. He shared three links to articles that can be found at the bottom of his report.

Marietta Cameron replied she has noted an exodus of quite a few faculty of color and that should be a concern of the UNC System. The political tactic being used in several states is going to have the side effect of encouraging faculty and staff of color seek employment in other systems that will be more welcoming. People's actions speak louder than words.

Toby King pledged that he would bring Marietta's voice to Faculty Assembly.

Strategic Enrollment Management:

Vice Chancellor Meghan Harte Weyant

Marcio Moreno provided updates on application, admission, and commitment numbers from freshmen and transfer students.

Ted Meigs said he found these numbers to be surprisingly low for transfer students and asked if this is trend.

Marcio Moreno answered that this is a trend not just for UNC Asheville but everywhere. Few schools have a transfer team. In the past, they read all first year applications and once done, they start reading transfer students applications where you only have one or two people that know about how to read transfer students' applications. What Marcio Moreno wants is to have three or four counselors that can do both readings so decisions are made sooner. They are working to improve articulation and transfer processes.

Presentation on Department Chair and Program Director Stipends Dean Marietta Cameron

Marietta Cameron explained how the new stipends for chairs and program directors are based on current salary and adjusted parameters such as counts for FTE, number of faculty, number of majors, and student credit hours. She explained in 2020 Faculty Senate voted to change the structure of the chair compensations stipend from being based on an individual salary to a formal model that is based on chairs and program directors expected duties in order to be more equitable in salary matching the amount of work a chair or program director did. Provost Campbell made the first year's formulas that are reviewed and changed every three years to ensure equity. The calculations are currently based on 26 as the total number of chairs and program directors and that the total possible funding is \$240,000.

Proposed Sense of the Senate Supporting Contingent Faculty

Blu Buchanan

Dee Eggers introduced Blu Buchanan who brought to Faculty Senate a request for a Sense of the Senate addressing multiple things including reductions in adjunct positions and lecturers and issues that disproportionately affect minorities and people in other underrepresented categories. Their request was for Senate to consider the document verbatim without any changes. All the subcommittee did consider the document, and while there are many concerns and values shared in the document that Senate is in agreement, they decided they would not bring it to the floor of the Senate as written for vote. Dee Eggers the Senate Chair did want it to be in the record via the Senate minutes and give Blu Buchanan the opportunity to address Faculty Senate.

As way of introduction, Blu Buchanan introduced themselves as an Assistant Professor in the Sociology and Anthropology Department. They were a University Fellow for Faculty Diversity for two years prior to that, and that is part of what is sparking this particular resolution that was created in collaboration with many contingent faculty as well as full time faculty. Blu Buchanan gave a shout out to Dr. Marietta Cameron for her work in bringing attention to DEI. There are three central things that they wanted to advocate for to take away from this Sense of Senate proposal.

One is Solidarity. Our University Mission Statement says we care about diversity. However, when looking at the numbers of contingent faculty, particularly adjuncts, if adjuncts contracts are not renewed, we lose 50% of our American Indian faculty.

When we say that we are committed to racial justice, what does that actually look like when the rubber meets the road?

Second to articulate is that diversity is important, and not something particularly factored into decisions when we have been looking at these budget decisions that really seems to have been factored in, and really looking at questions of disparate impact so that we are not just getting rid of particular positions, we are getting rid of people of certain demographics. As a sociologist, they know it matters who those people are and under what conditions there may be vulnerable and precarious. This is a precarity that is not just here, as Marietta identified and not just around racial diversity, but diversity in terms of sexual orientation and gender identity. There is a nationwide attack on trans folks. All of these

things need to be considered when we are making budget decisions for our money is where we show what we actually do.

This brings up the racial justice and equity roadmap as well. After the death of George Floyd, we came together to come up with a racial justice and equity roadmap, you can find that online, and it outlines a number of different points that we said we were committed to, and the question in this resolution is, are we in any way continuing to show that we are concerned with this question of diversity and equity at our university, particularly for contingent faculty?

One of the reasons that this is near and dear to Ble is because of this question of roll backs seen across the US following the death of George Floyd where we claim that we care about black people, and we care about minorities. Within two years, we saw significant rollbacks in terms of commitments and promises. Blu Buchanan is wondering and encouraging all to think and talk about how we are actually going to remain committed to the things we said in 2020.

We are always talking about shared governance. They would suggest that by and large, particularly around these budget decisions, there is not a sense of shared governance, there is sort of unilateral decision making. Being a Sociologist, Blu Buchanan looks at these patterns that maintains white supremacy. When we think about austerity, when we think about reduction in our budget, who are most affected by the reductions? Do we have that information? Are we taking that information into account?

Blu Buchanan's last point is to issue a call to action. If you disagree with the wording then write your own thing. Right now, there is an incredible amount of passivity and tacit acceptance. Blu Buchanan wants to encourage fold to do something that show the intention faculty of which we can also quickly become what it means to stand with one.

III. Academic Policies Committee: First Vice Chair Andrew Laughlin

[Decision Summaries](#)

First Reading

- [APC 45](#) Revise the Major in English requirements for K-6 Teaching Licensure (Kirk Boyle, ENGL)
- [APC 46](#) Petition for Exemption to SD2015F, Department of Atmospheric Sciences (ATMS)
- [APC 47](#) Establish new course, ATMS 201, Map Discussion;
Update the ATMS minor requirements to exclude the use of ATMS 201 from the electives for the minor
- [APC 48](#) Change offering pattern for ATMS 230; Establish new course, ATMS 235, Python for Atmospheric Scientists
- [APC 49](#) Establish new courses:
ATMS 265, Mountain Meteorology
ATMS 337, Applied Numerical Weather Prediction
ATMS 428, Severe Weather Field Experience
- [APC 50](#) Change description and prerequisite for ATMS 315, Radar and Satellite Meteorology;
Change prerequisite for ATMS 316, Mesoscale Meteorology
- [APC 51](#) Update the narrative for the Atmospheric Sciences department;
Change requirements for the ATMS Broadcast Meteorology concentration;
Update the computer programming requirement for all concentrations (Chris Godfrey, Doug Miller, ATMS)
- [APC 52](#) Delete the following courses from the BUS curriculum:
BUS 130, 343, 380, 407, 453, and 481
- [APC 53](#) Add new BUS major curriculum courses and assign permanent Numbers to special topics courses: BUS 225, 310, 320, 352, 364, 388, 392

- [APC 54](#) Increase the credit hours and/or change course titles and descriptions for BUS 300, 368, 386, 398, 405, 458, 480, and 489
- [APC 55](#) Change the departmental narrative and the requirements for a Major or Minor in Business
- [APC 56](#) Change the requirements for the Accounting major;
Remove BUS 130 as a prerequisite for ACCT 216
(Deena Burris, Brad Bilsky, BUS/ACCT)
- [APC 57](#) Change titles and descriptions of MUSC 263 and 264
- [APC 58](#) Change the requirements for the Bachelor of Science in Music Technology major
- [APC 59](#) Change the title of MUSC 366, History of Music in Film
- [APC 60](#) Change the title of MUSC 367;
Change the title and remove prerequisite for MUSC 368
- [APC 63](#) Update Course Descriptions for MUSC 386 and MUSC 387;
Update Course Descriptions for MUSC 484 and MUSC 485
(Toby King, Melodie Galloway, Carolina Perez, Matthew Richmond, Jude Weinberg, MUSC)
- **[APC 61 / FWDC 10](#) Revise Academic Policy Related to Alerts and Clarity of Timing of Evaluation of Student Work by Revising Faculty Handbook Sections 5.2.1 and 5.5 Faculty Handbook [Section 5.2.1](#) and [Section 5.5](#)
(Regine Criser, Lynne Horgan)
- **[APC 62](#) Change the name of Undergraduate Research Program to Undergraduate Research and Creative Activity Program
This doc goes with Undergraduate Research and Creative Activity Program
FWDC 11, FWDC 12, (Megan Powell, UGR)
FWDC 13 see below

Second Reading

- [APC 28](#) Changing the Physics Major Competency Requirement
- [APC 29](#) Changing the offering pattern for PHYS 310
(James Perkins, Judy Beck, PHYS)
- [APC 30](#) Change Service-Learning to Community Engaged Learning;
Change the criteria for Community Engaged Learning designation on courses;
Update the Explanations of Criteria for Community Engaged Learning Designated Courses;
Update the criteria for graduating with the designation of Community Engaged Scholar;
Update the Explanation of Community Engaged Scholars' Community Engaged Projects
- [APC 31](#) Revise the catalog description of the Key Center for Community Engaged Learning;
Revise the catalog entry for Community Engaged Scholar
(Ameena Batada, Key Center)
- [APC 32](#) Delete HWP 190, Foundations of Health Promotion;
Delete HWP 380, Internship in Health and Wellness Promotion;
Delete HWP 480 Advanced Internship in Health and Wellness Promotion
Add HWP 327, Kinesiology and Biomechanics

- [APC 33](#) Change title for HWP 245, Research Methods in Health and Wellness Promotion;
Change description for HWP 326, Food is Medicine;
Delete HWP 425, Exercise Prescription, Fitness, and Lifestyle Assessment, **replacing it with repeatable HWP 354**;
Change title and description for HWP 459, Senior Capstone in Health and Wellness Promotion
- [APC 34](#) Change the name of the Health and Wellness Promotion department and the major and minor to Health Sciences;
Change prefix of Health and Wellness Promotion department and major and minor to HS
- [APC 35](#) Update the narrative and the major and minor requirements for Health and Wellness Promotion [Appendix A](#)
(Aubri Rote, HWP)
- [APC 36](#) Reinstate HON 492;
Update the requirements and description of the Honors Program, codifying Recognition as an Honors Scholar
(Graham Reynolds, HON)
- [APC 37](#) Change the course description for HIST 451, increasing the credit hours;
Change the requirements for the Major in History and History with Teacher Licensure
- [APC 38](#) Change the name and description of HIST 303
(Sarah Judson, HIST)
- [APC 39](#) Change Course Title, and Description for AME 420
- [APC 40](#) Change the name of the Arts Management and Entrepreneurship concentration and minor to Arts and Markets;
Revise the requirements for the major concentration and minor in Arts and Markets;
Change the AME prefix to AM throughout the catalog
(Laura Bond, Melodie Galloway, AME)
- [APC 41](#) Add new course, BIOL 299: Scientific Community Outreach;
Reinstate BIOL 336: Parasitology, adding it to the Evolution and Critical Thinking and Quantitative Analysis categories
(Jonathan Horton, Camila Filgueiras, BIOL)
- [APC 42](#) Change the narrative for the Environmental Studies catalog entry;
Change the Earth Science concentration name to Geoscience;
Change the Ecology & Environmental Biology concentration name to Ecology
- [APC 43](#) Change the name of the Department of Environmental Studies to the Department of Environmental Science;
Change the Environmental Studies major to an Environmental Science major;
Change the Environmental Studies minor to an Environmental Science minor
(David Gillette, Jeff Wilcox, ENVR)
- [APC 44](#) Proposal to Revise the IST-Individual Degree Concentration requirements
(Sonia Kapur, Renuka Gusain, IST)

A motion was made to accept all second reading documents, which was seconded. No discussion.
APC 28 through APC 44 passed without dissent.

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

First Reading:

- **[APC 61 / FWDC 10](#) Revise Faculty Handbook Section 5.2.1 and 5.5
Faculty Handbook Sections 5.2.1 and 5.5
(Regine Criser, Lynne Horgan)

Change the name of Undergraduate Research Program to
Undergraduate Research and Creative Activity Program:

- **[FWDC 11](#) By Revising Guidelines for Faculty Handbook Section 11.3
Faculty Handbook [Section 11.3](#)
- **[FWDC 12](#) By Revising Guidelines for Faculty Handbook Section 10.5.5
Faculty Handbook [Section 10.5.5](#)
- **[FWDC 13](#) By Revising Faculty Handbook Section 10.4.23
Faculty Handbook [Section 10.4.23](#)
(Megan Powell, UGR)

*** Faculty Senate will vote on APC 61 / FWDC 10 document as part of the APC agenda documents. The listing is here also so the Faculty Senate Administrative Assistant may find these documents for research purposes in the future.*

Second Reading:

- [FWDC 5](#) Add Service While on Full Leave
Faculty Handbook Section 4.2.3 within [Section 4.2](#)
[Amended FWDC 5](#)
- [FWDC 6](#) Revise Faculty Handbook Procedure for Annual Evaluation of Faculty
Faculty Handbook [Section 3.4.2](#)
[Amended FWDC 6](#)
- [FWDC 9](#) Revise Faculty Mentoring Program Coordinators Membership
Faculty Handbook [Section 10.5.12](#)

Melissa Mahoney acknowledged the end of this year's election cycle. She thanked Lisa Sellers, Ray Michaels, Peter Lewis, Alicia Henry, and Angie Irvin for their assistance throughout the process. She also acknowledged Becky Sanft, who worked very hard this year supporting the election cycle and introduced her to the process being this was her first year on being part of it. We could have not done it without her.

A motion was made to accept amended FWDC 5, which was seconded. No Discussion. [FWDC 5 amended passed without dissent.](#)

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

Discussion.

Interim Provost Herman Holt asked it says that a faculty member does not have to provide any work of what they have done while on leave though there is an expectation to see their work in the faculty record. His point is if they have something published, done a presentation, or travelled for their professional development, should that not be evaluated?

FWDC Chair Melissa Mahoney said that their sense is it is the faculty member's choice to submit an AFR while they are on leave.

Robert Tatum relayed that a department chair or program director may have had a conversation with the faculty member what should show up in the evaluation. There is an expectation when leave was granted that the faculty member would do x, y, and z to be demonstrated in their faculty record as demonstrated accountability. When Robert Tatum when on special development leave, he included anything he did in his next year's report.

Melissa Mahoney said her understanding is that if you are on PDL, you have to submit a report that is separate, but to be part of your record.

FWDC 6 amended passed without dissent.

Melissa Mahoney made a motion to accept FWDC 9, which was seconded. No Discussion.

FWDC 9 passed without dissent.

V. Institutional Development Committee / UPC: Second Vice Chair Kirk Boyle

[Decision Summaries](#)

First Reading

[IDC 3](#)

Academic Program Review

[Board of Governors' Policy on Academic Program Review - The UNC Policy Manual 400.01](#)

To view this 5-page working document, scroll down past the PowerPoint on Project Kittyhawk; a redline version appears after.

Second Reading

[IDC 2](#)

Request for Preliminary Authorization for a BS in Astronomy

[Appendix 1](#)

(James Perkins, Judy Beck, PHYS)

Discussion of developing IDC 4 - Establishment of Task Force to Reform the Liberal Arts Core

[SD5423S \(IDC 2 '22-'23\) - Establishment of Task Force to Review the Liberal Arts Core](#)

Kirk Boyle introduced IDC 3 that is a policy that has been IDC's central task this academic year, which is coming up with an academic program review. At least two previous installments of IDC have worked on this program to no avail so we really wanted to accomplish this task. They incorporated that work with other work found here and outside UNCA including work from Appalachian State, Washington State, and the Board of Governors work yet to be passed.

IDC 3 passed IDC unanimously, 5-0.

IDC 2 is up for Second Reading and vote. A motion was made to accept that was seconded. IDC 2 is a request for preliminary authorization for a BS in Astronomy. The document passed IDC 4-0-1 because Professor Judy Beck is in that department and abstained as a conflict of interest. No Discussion. [IDC 2 passed without dissent and 1 abstention.](#)

Kirk Boyle asked to hold a discussion to develop IDC 4, Establishment of Task Force to Reform the Liberal Arts Core. The current task force has done a lot of hard work, meeting with several constituencies and he will have a full report with a slide of their activities on May 2. He would like to write the timeline in IDC 4 to clarify the prioritization of getting documents through Academic Policies Committee and Faculty Senate in time for Students to register next spring. This implies there may be need for work during the summer. Herman Holt raised concern for compensation for task force members. Marietta Cameron also emphasized Shared Governance and fair compensation for faculty work. He said he also would like to fix some errors from the last time they did a revision in 2012-13.

Marietta Cameron and others discussed concern about equitable representation on the task force. Dee Eggers suggests holding separate listening sessions for students and other groups to ensure

diverse perspectives are heard. Robert Tatum suggested a fall listening session to be held before October deadlines. Robert Tatum suggested extending deadlines on the currently enacted task force. Kirk Boyle and Dee Eggers preferred to write a new document. Kirk Boyle also suggested creating a Google form to gather feedback on curriculum reformation. In order to expediate the timeline, IDC will be asking for the waiving of the Comer Rule in order to discuss and vote on IDC 4 at the May 2 Faculty Senate meeting.

Marietta asked to make a statement. This is a deliberative body so she wanted to bring this to Faculty Senate.

Her first point is a lesson she learned from Birmingham Southern College, her alma mater that is about to close on May 31, 2024. One of the reasons it is closing is her colleagues saw a problem, knew there was a problem and could not acknowledge the problem. The institution did not acknowledge the problem that it had until it was too late. She would say that is a lesson she learned and offers her colleagues.

Number two, silence is not support. She has stood before Faculty Senate and Faculty Assembly a number of times and gave some speeches that have received claps and standing ovations. She is not saying you have to agree with her. However, if you do agree with her to clap and stand up, it would be helpful to demonstrate your stand as well. If you believe that there is a problem, stand up and say something about it even if it is not going to go the way that you want it to go for that keeps people from using your silence as consent.

Number three, the work of equity is never too much. Trying to find equity is the work of many disciplines and she is devoted and model the work utilizing her discipline of computer science and mathematics because she believes so dearly and strongly in the work of equity.

VI. Announcements/Adjournment Faculty Senate Chair Dee Eggers
Senate Chair Dee Eggers adjourned the meeting at 5:12 pm.