

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE  
**FACULTY SENATE MINUTES**  
December 7, 2023; 3:15 pm, Laurel Forum, Karpen 139

Members Present: D. Eggers, A. Laughlin, K. Boyle, M. Mahoney, R. Berls, J. Brown, B. Butler, S. Dittenber, B. Felix, T. Meigs, B. Sanft, R. Tatum, E. Tomberlin, L. Ward, C. Whitlock, S. Williams.

Members Excused: S. Kapur, R. Vandaie.

Visitors: A. Batada, T. Beldue, A. Boakye-Boaten, M. Cameron, J. Cone, R. Criser, J. Dougherty, M. Ghidina, L. Han, L. Horgan, T. King, J. Konz, A. Moraguez, M. Moreno, G. Reynolds, T. Rizzo, A. Shope, S. Smith, A. Strickland, D. Traywick, J. Wilcox, C. Yau.

I. Call to Order and Welcome by Faculty Senate First Vice Chair Andrew Laughlin  
Faculty Senate Chair Dee Eggers attended the Academic Committee meeting of the UNCA Board of Trustees. First Vice Chair Andrew Laughlin held the meeting of the Senate Chair until her meeting concluded and she could attend the Faculty Senate Meeting.

II. Approval of Minutes: November 2, 2023  
Minutes from November 2 passed without dissent.

III. Introductions and Reports to Senate  
[Faculty Assembly Report:](#) Vice Chair Toby King, Evelyn Chiang

Update from Admissions: Marcio Moreno, Assoc. VC of Admissions  
Marcio Moreno began by apologizing because he has been here for four months and has not taken the time to go and introduce himself to faculty. He promises to do that in the near future.

He relayed some of his background. He has been in North Carolina since 2000 and been in the UNC system for more than 18 years. UNC Asheville is his fifth UNC institution. Other institutions noted are UNC Wilmington (17 years) UNC Greensboro (one year), and Elizabeth City State University (2 years) and NC State.

He wanted to say that he knows what he is doing, has seen many models, knows what works and what does not get support. He is not coming to completely change everything for he realizes a lot of good things that we need to keep. He is not shy of ideas though the best idea does not have to come from him.

His officers are fairly new and need time and mentoring. He is taking the time to ensure they understand how the game is played. When we talk about enrollment, I want everybody to understand that it is all of us. It is not admissions, and it is not him. Enrollment is very valuable. There are many offices and departments and he is here for all. He is more than willing to come to offices and department to see what you are doing ritual that he can think of things that are

actually very forward thinking about enrollment. When he took the position, he was given a long list of things that were broken. He has been going in order of importance.

He shared a few early wins. For example, the second open house was the largest open house we have had in the last five years. He thanks everyone who participated. At the first one, we had about 500 people. At the second one, there were 900. We have more than more than 680 people here, so these are important to increase enrollment.

To increase enrollment, you can do four things: enhancing the form to get more applications, make more offers to more people, increase the yield, or decrease the amount. You can do all of them, or you can do just a couple of them. They have been working hard to add initiatives in each of those areas while working on retention.

It is not easy, especially because there are a lot of people who are asking me or telling me this is not how we do it here or this is not the best way to do it. He is asking everybody to give him a try. If we are not trying new things and if we keep doing the same thing, we are not even getting the same - we are getting less and less and less.

They have spent a lot of time eliminating as many barriers and obstacles from the application process that is a scary process. To help with that, not calling an essay an essay. They are calling it short answer. Another is the two mandatory recommendation letters. He has been doing this a long time and he has only used a recommendation letter to deny students twice in my life. Recommendation letters say this is the best. They are removing little things and making some optional. When we need more information, we then request more information for that specific student. We are not going to make their application process more difficult than what it should be. All those things that we can eliminate, we are eliminating. They are making sure they have a process that works where they have given daily goals and weekly goals to read the applications in order to have early action before the holidays. That is his promise he made to his supervisor and the Chancellor because it is very important to have everybody with a decision to have a scholarship offer in their hands. The process they have developed where they are actually printing decisions every Tuesday. They have received more applications at this stage than were received the whole season last year. We are the only university right now, that is putting an offer at the same time of the admissions letter. We and WCU are the only universities that do scholarship letters for every single decision for it is important to do things early and more often.

Another initiative is looking at eight years of financial aid data that is goal. They have realized a couple of things. Number one, they realized that our financial aid packages were extremely competitive in the UNC system. We have very competitive financial packages. Sometimes we were giving too much money to a group of students and not enough to another group of students. So how do we do that? Artificial intelligence, the system went out and review eight years of data and found out different students with the same GPA with the same a socio-economic ladder and find more students to find a lesser amount that we have to offer to still have those students committed to the university. We have actually been paying too much sometimes. Taking the same amount of money that we use last year, we apply that information to the class in terms of the system so that we enroll a third or more students so not spending one single extra dollar, just distributing the model in a different way. That is how we are helping students who are under \$80,000 adjusted gross income. We were already doing that and now just provide money to cover additional fees. He has had 7 calls from universities in the system asking how we do that like we have not been doing that. The answer is we were already doing that. Being early does pay, have clear goals, making sure many people join who understand

how it comes down and start rowing in the same direction. Faculty will see more from him in the spring semester. He hopes they can meet him halfway.

Scott Williams asked whether the 2 million for scholarships we received for students, that he understands have a few demographic constraints, are being used as part of Access Asheville or are those two separate things.

The 2 million is being used for merit or university scholarships. The problem is that there have been a lot of changes to the FAFSA and as a result, apps used to open October 1 are going to open December 31. They are not going to be able to download the information until late January. Everybody is dealing with this. Usually, financial aid packages early as January or February. These changes mean that everybody is not working on financial packages until either late March or early April. They decided to at least put offers out so students can at least see that guarantee and there is more to come. That is separate from the full financial package that is covered later.

Andrew Laughlin asked if there is an enrollment goal for next fall.

Marcio Moreno said the goal is 675 freshmen.

Athletics Program Update: Janet Cone, Director of Athletics  
Jeff Wilcox, Faculty Athletic Representative

Jeff Wilcox and Janet Cone gave an update from the Athletic Department.

Janet Cone thanked Jeff Wilcox for his long service. She also thanked Dr. Laura Jones who has written grants that help our student athletes.

At this time last year, they hired a firm to do a gap analysis of our athletic department looking at everything to determine whether we are offering the right sports and our financial forecast. They took that data and created a new strategic plan called Dream Bigger. Achieve More. She had always thought we have a good athletic plan, but we are really achieving at a much higher level coming out of COVID. Their mindset is like it was during COVID, they were not going to stand still; they are trying to get better. In the last three-five years, they have been quietly working hard:

- Success in the classroom goes to faculty and we have the best student athletes in the country.
- 95% of our student athletes graduate with an overall GPA is 3.2.
- Currently, we have the largest group of student athletes in the history of this university at 300 student athletes. Last year, we had about 250 so the athletic department has increased in size over a year.
- She gives a lot of the credit to our coaches and student athletes work here and within the community. Yesterday, they hosted about 1400 students from Buncombe County schools were here for Education Day. They also have annual Sportsfest and Toy for Tots. They are really passionate about giving back to our community.
- Success and competition obviously showed last year as documented in their annual report.
- They have had a record fundraising year. Up until this coming year, athletes cannot use any state funding. We generate our revenue every year. When we built the track, that was private money; no university state funds can be used.

- She is proud of being president of the one AAA division that is a division that has all division 1s without football. She is in her 20th year, and people keep thinking she is retiring. However, she believes whether it is academics, athletics, advancement, and admissions – our best years are ahead of us. Why would she walk away now when getting ready to do even better things at this university? She loves it. She thanks the faculty for their work.

IV. Executive Committee: Faculty Senate Chair Dee Eggers  
Dee Eggers apologized for her late arrival, but for some strange reason the Academic Affairs meeting of the Board of Trustees was scheduled at the same time the Faculty Senate meeting. They wanted to make sure to have representation at both meetings. Hopefully that will not happen again. Andrew Laughlin turned the meeting back to Dee Eggers.

V. Academic Policies Committee: First Vice Chair Andrew Laughlin  
[Decision Summaries](#)

### First Reading

- [APC 12](#) Petition for CHEM prefix and major credit hour exemption for BS Chemistry Major, required for major changes
- [APC 13](#) Delete CHEM 312, replacing it with CHEM 317, 318, 319, and 320
- [APC 14](#) Delete CHEM 380, replacing it with CHEM 395
- [APC 15](#) Change the major requirements for the BA and BS degrees in Chemistry  
[Appendix A](#) [Appendix B](#)  
(Amanda Wolfe, Sally Wasileski, CHEM)
- [APC 16](#) Add new course, ECON 265 Race and Economic Opportunity;  
Add new course, ECON 359: Climate Finance
- [APC 17](#) Add new minor in the Economics department: Minor in Finance  
(Leah Mathews, ECON)
- [APC 18](#) Reinstate HON 492, changing the Capstone Course for the Honors Program; Update the requirements and description of the Honors Program, codifying Recognition as an Honors Scholar  
(Graham Reynolds, HON)
- [APC 19](#) Add new course, PSYC 341, Positive Psychology  
(Caitlin Brez, Mark Harvey, PSYC)
- [APC 20](#) Request to Establish MSCR (edited 11/27/2023)  
Appendix 1 Reference Document: [Request for Preliminary Authorization](#)  
Appendix 2 Reference Document: [Concurrence Document](#)  
(Evan Couzo, Jeff Konz, Herman Holt, MSCR)
- [APC 21](#) Delete SPHG 705, MPH Practicum;  
Add new course: PUBH 729, Migration and Health  
Add new course: PUBH 743, Climate Change and Human Health  
Revise the listing of courses required for the MPH  
(Ameena Batada, MPH)

## Second Reading

- [APC 5](#) Adding new course, POLS 313, US Census: The Politics of Counting (Ashley Moraguez, POLS)
- [APC 6](#) Add new course, ART 480: B.A. Exhibition Preparation (Tamie Beldue, ART)
- [APC 7](#) Revise the ECON elective requirement in the Concentration in Pure Mathematics (MATH) (Becky Sanft, Greg Boudreaux, MATH)
- [APC 8](#) Change the demonstration of competency in Mathematics (Becky Sanft, Greg Boudreaux, MATH)
- [APC 9](#) Addition of new course, ANTH 346, Medical Anthropology (Marcia Ghidina, ANTH)
- [APC 10](#) Addition of new course, SSCI 360, Poverty Law Practicum (Marcia Ghidina, SSCI)
- [APC 11](#) Proposed Academic Calendars:  
[Appendix 1: 2024-2025: Final draft](#)  
[Appendix 2: 2025-2026: Preliminary draft](#)  
(Lynne Horgan, Registrar's Office)

As APC Chair, Andrew Laughlin directed the senate's attention to the first reading documents and decision summaries. He also pointed out that APC 20 and 21 that are up for first reading today will need a special second reading where the discussion and vote will be scheduled for a special Faculty Senate January meeting. APC 20 needs a second reading before February to allow more time for Board of Governors preparation for the documents are due to the UNC System Office SEC to the system office by February 13. APC 21 needs an earlier second reading and vote so student may register for classes next semester.

Dee Eggers stated that those documents will be the only business to be conducted at the special senate meeting.

Andrew Laughlin moved on to the second reading documents that he affirmed were all unanimously approved by APC. A motion was made to accept APC 5 through APC 11 as bundled, which was seconded. No discussion. APC 5 through APC 11 passed without dissent.

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

### First Reading

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

[FWDC 7](#) Revise Faculty Handbook Guidelines for Election Schedule  
Faculty Handbook [Section 10.2.1.3](#)

**Second Reading**

[FWDC 4](#) Advising Responsibilities for Faculty  
Faculty Handbook [Section 3.1.4.5](#)

Melissa Mahoney presented the first reading documents from FWDC. If anyone has questions, please reach out to her well before February's senate meeting.

FWDC 4 revises the advising responsibilities wording for in the faculty handbook.

A motion was made to accept FWDC 4, which was seconded. No discussion. FWDC 4 passed without dissent.

VII. Institutional Development Committee / UPC: Second Vice Chair Kirk Boyle  
[Decision Summaries](#)

**First Reading**

[IDC 1](#) B.A. in Elementary and Inclusive Education  
[Education Budget](#)

Kirk Boyle proudly presented IDC's first official document of the 2023 2024 academic year. This document is a request for preliminary authorization form submitted by the Department of Education to establish an undergraduate degree: a BA in Elementary and Inclusive Education. IDC met with Karen Cole and Tiece Ruffin last week. They have voted unanimously in favor of this proposal 6-0. As in the decision summary, IDC agreed with the rationale that such a degree is much needed to facilitate the timely graduation of students who wish to become certified in K through 6 education and/or special education. The document's second reading is scheduled for February's meeting.

Academic program review continues. We found a treasure trove document in the Marymount College that they are looking to update and one of his goals over the break is to subtract something to hit the ground running in the spring semester to start that bell to continue that process. Their goal is to meet every other week in the spring semester.

Finally, there is a proposal for astronomy that is also in the pipeline. Physics became the Department of Physics and Astronomy. They are rolling with the momentum of that name change to propose a full-blown major.

VIII. Announcements/Adjournment Faculty Senate Chair Dee Eggers

Eric Tomberlin asked an informational question. Does anyone want a student in their class that says that essays are too hard, and they prefer short answer? Do faculty get a voice in admission policies?

Dee Eggers replied that there is nothing that says faculty cannot have a voice. If a faculty member has a suggestion, she is sure they would be happy to hear.

Regine Criser said her understanding that the change from essay to short answer format is not about lowering standards or demanding less of people but accessibility and inclusiveness, but understanding that seeing an ethical requirement is turning off students as well as making

them feel challenged by the idea of having to write an essay where they will probably use the same amount of words in a short answer format. Short answer feels more acceptable for them. It is about how can we have less barriers for students applying rather than lowering our expectations.

Dee Eggers asked Marcio Moreno to speak to essay prompt issue.

Marcio Moreno replied that the essay prompts are from the common app essay prompts that are a national set of prompts. We are told that students in North Carolina write essays in their English class in high school and may already have something written using those prompts. We tell them if they already have something that they are proud of they can use that.

Dee Eggers asked if he could confirm that it is a change in labeling, but still the same thing that is being expected.

Marcio Moreno relayed an important anecdote that he heard where 2 years ago when the university only got 500 students although there were close to 1000 students not admitted because their applications were considered incomplete. There were incomplete requirements like a second mandatory recommendation letter or something that was not fully required to make an admissions decision. This is what they are trying to work out. If the student has met the requirements of 4 English classes, 3 social studies, and foreign language requirement and your GPA meets minimum requirements, the student has met everything that we are asking for. We are trying to play the game that everybody else is already playing the game.

Eric Tomberlin said his point is should faculty not have a voice at the table.

Dee Eggers agreed that it is so valuable to see things from the system level. At Faculty Assembly, she remembers President Hans saying that maybe we would get to a place where for every UNC system school, there is one application that students fill out and then they find out which system schools have admitted them. Knowing this is the goal helps explain what is happening locally. She thinks getting updates help to understand the larger context of what is going on.

Ted Meigs said there is always going to be a sense of two opposing forces here. We are trying to attract students to come here while simultaneously wanting to make sure that brace themselves for what we are going to deliver to them, which is going to be rigorous. He is not going to water down for you want to make sure that you are getting students who are coming here for the right reason that they want to be challenged and want to be given the best we can give them and not just some easy route where they do not have to work very hard. He understands those two competing interests that are always going to be challenging. He respects the work of the Admissions staff, but he does like the idea of more input from faculty. He understands there always going to be two forces and trying to find a good balance.

Regine Criser said she was struggling to understand how the admission strategy signaling that we are admitting students who do not want to engage in rigorous education.

Eric Tomberlin said he was just saying it would be nice if Senate or some form of faculty had some voice. When we change admissions policies, it would be lovely if we were included.

Lynne Horgan thinks that is not a policy but an operation.

Ted Meigs wanted to be clear that he is not insulting anyone. He thinks there is a natural opposition forces here especially now we are competing so hard to get students to say they are going to come to us instead of many, many alternatives. Some schools roll out everything from super nice hot tubs in the dorms, and he would like to always make sure that the students are understanding that this is not supposed to be some sort of easy road that there are challenges. He is not saying we do not do that already. He is just saying that it is worth pointing out that.

Regine Criser really appreciates this conversation. She thinks it is really, really important for Faculty Senate to have this conversation. We should have regular admissions and student success updates on the agenda because those are really the conversations we need to be having. One of the realities is that the students who are coming to UNCA are the students who are coming to UNCA. There are no other students out there, these are the students. At some point, we need to have a conversation with lots of people across campus, and specifically this body. What we need to do as faculty is to be ready for those undoubtedly different students from students we have had 5-20 years ago, but not because we changed our business standards, but because K-12 changes and the global pandemic that significantly disrupted students' education. There is significant learning loss related to math and reading so we cannot get stuck in what all they lack. We should focus on all they have to bring – an asset-based focus. As professionals, faculty and staff are to get ready for the students. We need to not add more barriers to their success. Once they are here, we need to empower every student to reach their full potential by offering a rigorous education with intentional planning for how every student can be supported and meeting the highest standards that we have. She is not talking about all As, but to the graduation stage. She is grateful for this conversation and we should have this conversation every meeting.

Dee Eggers said this is a very cool conversation that dovetails into exactly what was happening over at BOT. Sally Wasileski presented what is happening in the Chemistry Department and what they have seen where number of majors increase fourfold over the last 7-10 years. In their first-year experience classes, they are teaching students the science of learning and emotional intelligence skill. They have those skills scaffolded throughout their education to building research projects. It is very impressive that will probably help students fill in some of these things that they missed out on because of the pandemic and financial crisis. She will invite Sally Wasileski to Senate's February meeting for she thinks that could benefit all.

Kirk Boyle thanked Regine Criser for her eloquent explanation of the philosophy behind Student Success. He thinks our training as professors, we are very suspicious of things that have anything to do with market-driven quantification. It is really heartening to hear there is an actual philosophy behind Student Success that is not just about enrollment numbers and the bottom line. He also thanked Eric Tomberlin for bringing this topic up so we can have this kind of discourse. He thinks it is really important. He also thanked Marcio Moreno for his work and is heartened by the competence that he is seeing, and like Janet Cone, he is feeling very optimistic about this place.

Marcio Moreno said he is all about sharing and learning.

Ted Meigs said he has been an admissions liaison for at least 10 years for the Biology Department. He thinks communication is key between the faculty and admissions.

No one had any further comments.

Dee Eggers adjourned the meeting at 4:41 p.m.