

THE UNIVERSITY OF NORTH CAROLINA ASHEVILLE
FACULTY SENATE AGENDA
January 18, 2024; 3:15 pm, Laurel Forum, Karpen 139

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

Members Excused: B. Butler, S. Dittenber, S. Kapur, L. Ward.

Visitors: A. Batada, J. Beck, A. Boakye-Boaten, M. Cameron, E. Couzo, R. Criser, J. Dougherty, L. Han, L. Horgan, S. Kaplan, J. Konz, G. Reynolds, T. Rizzo, Karin Rogers, A. Shope, A. Strickland, D. Traywick.

I. Call to Order and Welcome by Faculty Senate Chair Dee Eggers

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

Second Reading

[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)

Andrew Laughlin explained that a special session of Faculty Senate was called to consider to APC documents up for Second Reading that if approved would need immediate processing. One needs immediate processing by the Registrar's Office so our students may register for these and the other would need to be prepared to send to the UNC System Office in February.

A motion was made to accept APC 21, which was seconded. No discussion. APC 21 was approved without dissent.

[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)

A motion was made to approve APC 20, which was seconded.

Discussion:

Andrew Laughlin explained that this document in the works for quite a long time. The original request for preliminary authorization passed IDC last spring and was sent to the System Office. It was approved by the System Office that set the clock rolling and ticking whereby the designers of this program have four months to get a Request to Establish document together, which they did in two months. They submitted that to the Executive Committee of Senate and to APC. It passed APC at the end of November and posted in the December meeting agenda for First Reading. This is the main reason we

have this special January session to consider and pass this document before the deadline in mid-February.

Melissa Mahoney said she noticed the rapid, sizable increase in enrollments in the climate program at NC State from 18 to 31 enrollments. That speaks well even though this master's program is a near duplicate of the NC State graduate degree that there is room for two degrees in the UNC System as well as the potentiality of growth for our program over time. She wondered their thoughts on what led to that increase and is there an expectation for that growth to continue well into the future.

Evan Couzo replied that he attributes the growth due to the climate crisis becoming more apparent to everyone. From Karin Roger's work and experience, she knows that there are more jobs requiring this type of experience and certification.

Jeff Konz added that in between completing the Request for Authorization and working on Request to Establish, they discovered that Livecast, which is the leading national labor market modeling group and gathering data, has added Climate Resiliency as a marketable skill that employers are looking for and they identified a tremendous increase in the numbers that are in the document. There is a tremendous increase in the number of postings requiring a master's degree specifically with the skill of climate resilience for the last three years. He thinks that students are responding to the labor market and we hope will continue here.

Sam Kaplan relayed he has seen in the past that requests for special programs, degrees, and centers that we had a long history of not requesting the resources required to be successful. If approved, are there not resources being requested from the state or are there already resources on hand to make sure that this is a successful program? He is aware that we do not need to build a new building and things like that. However, faculty working in this program will suddenly teach fewer courses elsewhere.

Jeff Konz relayed that the state never provides resources starting a new program. New programs always have to come from internal sources. We do have some resources up front. This program is a low-cost program using existing faculty resources reallocated as you know from undergraduate teaching. We do not get additional resources to jumpstart this program or any new program on any campus, but this is a very low-cost program.

Dee Eggers added the reallocation is just basically saying that we are paying this person this much money right now for this program, but now we will call it part of what we are paying them for the climate probe program. It is not like we are taking money from one pot and putting it into another pot just to clarify the concern.

Marietta Cameron asked to speak and make sure this is placed on the record. For the sake of completeness, as the Dean of Natural Sciences, she shares a different perspective of her colleague the Director of Institutional Research, who has crunched quite a bit of numbers. She has the experience of seeing through some other lens. She has concerns about saying we do not need to hire more faculty.

Becky Sanft sees the three economic courses taught each year by Economics faculty. She wonders about the impact on this department having to cover courses.

Jonathan Brown said they have talked about this extensively in their department meetings. For instance, he has taught FYS every year since he has been here. He may have to move from that to cover one of classes. He said they are not really concerned about needing to rely on adjuncts heavily. They can probably reallocate the rotational courses that they teach and who teaches those courses so there is minimal disruption to the department.

Becky Sanft asked how tuition is set for this program.

Jeff Konz said it is the standard graduate rate just set in the same way that undergraduate tuition is separate process. We do have a graduate rate of tuition so tuition for this program is distinct from the graduate rate that will apply to NC State students.

Becky Sanft asked if there were any concern with cost of living in Asheville and attracting students to the program.

Jeff Konz said that the biggest work next year is going to be exactly student recruitment.

Andrew Laughlin replied that he thinks we could emphasize the attractiveness of Asheville in particular for this program in we have UNCA faculty's expertise as well as NEMAC professionals and other experts.

Becky Sanft replied that she is really excited for we have great resources here. She is wondering about upfront costs.

Kirk Boyle said he is excited and we have precedents like UNC Asheville working with the Gillings and UNC Chapel Hill Pharmacy School. This program works with NEMAC and he wonders are the NEMAC instructors paid by NEMAC or are they paid as adjuncts by this institution. He does not see a specification about the salary for those.

Jeff Konz said that NEMAC is grant funded completely. To cover the portion of the NEMAC staff who will be teaching courses, we do have to cover that the portion of their salaries similar to a grant by proportion of the salary that is already built into the project.

Melissa Mahoney wanted to speak for the record to Becky Sanft's question about faculty resources. She does have concerns about faculty resources in a department such as economics where they are going to be required to offer three classes from economics faculty to this program every year. In some semesters, as Jonathan Brown has said she believes they will be able to cover without much concern for the workload of other faculty members in the department. However, she can think of certain scenarios where faculty are on leave such as FMLA or other types of leave where there will be a cost on faculty members. The Economics Department will be bearing a lot of the burden of this program. In such cases, she hopes that adjunct support would be forthcoming for such semesters.

Evan Couzo said they did build into the budget where they have assumed one or two adjuncts would be needed each academic year.

Kirk Boyle wanted to point something out for the record. At a time where we need to forge toward the future in the brave new world, he finds it a little ironic that we are creating program with an adjunct budget as we are being asked to plan for schedules that require no adjuncts whatsoever. He wanted to highlight that ironic coincidence that might put us between a rock and a hard place. He says this not to say anything negative about this program that he thinks is great.

Andrew Laughlin added that what Kirk Boyle just shared was something that chairs may only be privy to than the rest of faculty and asked if that could be explained.

Kirk Boyle relayed that faculty are getting communication from the deans and some chairs to plan for fall semester to not rely on adjuncts.

Marietta Cameron pointed out that the communication did not come out at the time the proposers did their work. The communication came out just yesterday.

Kirk Boyle said they are blameless. He was just pointing out the coincidence.

Marietta Cameron asked that the [Chancellor's latest update](#) (January 11, 2024) to the campus be linked to these minutes. She pointed out the comments the Chancellor made about the current financial situation that had nothing to do with this proposal. However, she does not think that this proposal's fundamental challenge is new. The deans have sent to the areas to look at how can we make a follow up schedule without adjuncts as just one possible response as far as our financial struggles. She clarified that the deans are in conversation and does not want anyone to think that the deans have this decision. Her understanding is the chancellor will be visiting with the chairs on January 29th and the Senate's Executive Committee will be in that room also to hear further clarification as far as the challenges that we are going through and what that means for all of us.

Evan Couzo relayed that they built a fairly conservative budget. They can offer all these classes without adjuncts, but we thought it better to overestimate the budget rather than underestimating the budget. The implementation date is for Fall 2025 so we have a year and a half to prepare for implementation of this is not a problem for first students in Fall 2025.

Melissa Mahoney asked if there were opportunities for our undergraduate students to benefit from this program. Is there perhaps 3+1 possibility?

Evan Couzo imagines that our community partner could build a climate action plan could also be undergraduate research. They are excited that there could be ways to involve undergraduates, but our main focus was building a solid graduate program for graduate students.

Melissa Mahoney asked if undergraduates could enroll in these classes.

Evan Couzo said there was no plan at this time to enroll undergraduates in the graduate courses. They do think, however, that allowing undergraduates to take some of the courses is an ancillary benefit of the program and worth exploring once established.

Kirk Boyle asked if there was a three plus one potential for this program.

Evan Couzo said there has not been any discussion, but his understanding is that there is potential for something.

Melissa Mahoney clarified that this potential is something the Economics Department has talked about and developed a three-year pathway to get an Economics degree and then those interested students might be able to sign up for the master's program.

Andrew Laughlin added that the 3+1 option perhaps would be something that Environmental Studies or Atmospheric Sciences students might want as well.

Melissa Mahoney asked once this program becomes profitable, does that money go back into a general fund to be used towards any purpose.

Jeff Konz answered that all funds generated by all teaching activity go into the same central fund.

Ted Meigs asked if out of state students pay the out of state rate for graduate degrees.

Jeff Konz answered that they would pay out of state tuition and generate zero state appropriation. That comes out to be more.

Interim Provost Herman Holt asked to speak to help clarify a few items. One is regarding leaves such as FMLA. As you all know, there is no controlling FMLA. We support all FMLAs, and if there is a need for coverage for someone who is on FMLA, we tend to utilize the resources we do have to cover those courses anyway. This would not be any different for this program. When faculty take leaves of other sorts, it does have a potential application. However, at this moment, we are not having leaves with pay. He does not see leaves being an issue until we are able to as an institution to have leaves that benefit faculty, but we are not there at this moment.

The other thing Herman Holt brought up was this point related to the adjuncts is new information that is for preparation for next year. You could think of it as a resource implication. He would like you to also think of it as a curriculum efficiency approach to understand where all of our course releases are. To figure out where all of our resource implications are that potentially have gotten out of hand in some ways would be very helpful for the institution. He thinks that is going to be an initiative for the Chancellor in the coming months.

He thinks it is great to hear from the group today the thinking about the program itself and how it benefits the institution and the students. He believes this program can be very beneficial. We have heard today how it can be beneficial to at least two departments. The program itself does not restrict the type of majors in order to be accepted into this program. Obviously, however, there is some expectation for certain courses one should have had to prepare for this type of program.

No further discussion.

APC 20 passed without dissent.

III. New Business/Announcements/Adjournment Faculty Senate Chair Dee Eggers

There are two temporary vacancies on Faculty Senate for Spring 2024 semester. There two remaining alternates, Judy Beck and Sam Kaplan, were contacted and are willing to serve in this one semester assignment. A motion was made to affirm Judy Beck and Sam Kaplan as voting senators for Spring 2024, which was seconded. The motion passed without dissent. Judy Beck will serve on IDC and Sam Kaplan will serve on FWDC.