Faculty Senate

Minutes

10/25/2017 Regular Business Meeting 3:00-5:00 pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

**Present:** Alison Morrison-Shetlar, Amy Murphy-Nugen, Arledge Armenaki, Bill (William) Richmond, Brian Railsback, Catherine Carter, Elizabeth Tait, Kae Livsey, Katerina Spasovska, Laura Wright, Liz Skene, Mae Claxton, Malcolm (Mack) Powell, Niall Michelsen, Ophir Sefiha, Patricia Bricker, Saheed Aderinto, Sean Mulholland, Weiguo (Bill) Yang, Wes Stone

**Members with Proxies:** Charmion Rush, Damon Sink, Frank Lockwood, Robert Crow, Rus Binkley, Zsolt Szabo

**Members Absent:** Robert Steffen, Malcolm (Mack) Powell, Bill (William) Richmond

APPROVAL OF THE MINUTES Approval of the minutes for September 27, 2017 regular business meeting: vote proceeded. Passed.

REPORTS

**Chair’s Report: Brian Railsback**

Thanks to those marching the homecoming parade.

**Dan Berk: PawPrint tiered pricing**

One goal of the program was to be financially self-supporting. It has not met that goal, and needs resolve. The task came to IT, and Dan Burk has spent a bit of time researching to come up with recommendations. He presented those recommendations to Executive Council and they were accepted.

He is presenting to Faulty Senate to share why the changes were needed, communicate what the changes will look like, and inform that the changes will go into effect on December 1, 2017.

A presentation was brought on screen. The shortfalls averaged $80,000-$100,000 previously and this shortage has been covered through EOY funding which resulted in reduced funding for other priorities.

The resolution was that PAW Print should continue, but the program must be self-supporting by January 1, 2018. Users will be given pricing tiers based on the volume of printing, and then the tiers are based off cost.

*Question: Instead of using the end of year funds, will we be charging the departments directly?*

*Response: Yes.*

*Question: Of 250 machines, what is the usage of the machines? Some departments have figured out it is cheaper to use our own printers.*

*Response: IT does not know they exist if we are talking about personal/department printers that are hooked up to local machines.*

*When Ricoh headcount increased, our headcount went down. They reduced our rates by 18%. There is still a gap, but much was closed. Our current contract expires March 19th. Bottom line everyone pays .05 and .25 currently.*

*Tier 1 has 123 devices, tier 2 has 52, tier 3 has 47, and tier 4 has 20.*

*Prices are as follows:*

*B&W*

*Tier 1 .16*

*Tier 2 .12*

*Tier 3 .05*

*Tier 4 .048*

*Color*

*Tier 1 .35*

*Tier 2 .30*

*Tier 3 .25*

*Tier 4 .24*

*On Pawprint.wcu.edu there is more information about each printer, location, department, and volume so it is transparent. You will know the tier based off of the sticker on each printer, and the website has all of this information.*

*Question: Will this information go to students?*

*Response: Yes, in November we will broadly communicate to the rest of faculty and staff, and then to students.*

*Question: What are the splits between fac/staff, and students?*

*Response: By far, faculty/staff range is $30,000 plus.*

*Question: Are you concerned that every department will get their own printers?*

*Response: There are overhead costs and a way different price structure when doing that. A lot of it is capabilities; personal printers do not have the capabilities that many need and you lose some functionality if you go with local printers.*

*Pricing changes in December.*

*On March 19, all technology will change and the pricing structure will change because our vender contract will be up.*

*Question: If we are generating more printing, has it been taken into account that we do have more students, and the student population will continue to grow.*

*Response: It is dependent upon how you teach, and a lot of it is driven by having to support a larger body, but again, it is variable.*

**Bill Yang: Gifts Committee Report**

The Center for the Study of Free Enterprise met once in August, and a second meeting is set for February 7, 2018. They are working towards transparency for the advisory board. You can find out who the members are on the website, along with information on how to contact them, meeting schedules, and agendas. These are all open public meetings.

Membership should include five external members from the at large community, and six internal members. Ed Lopez is a non-voting member, and we have two senators along with Jim Deconinck, Dale Carpenter, Heidi Buchanan, and Bill Ogletree. Senate should be aware the six faculty members were appointed by the Provost in accordance with the by-laws. The faculty members of the oversight committee are to be half elected university wide and half appointed by the Provost.

We appointed half of the initial members for one year terms, and the other half for two year terms. Going forward everyone will be on two year terms. The three members that will rotate off will be replaced by faculty elections. By laws say that there can be no more than three from the same college.

Send any questions to Bill Yang and Niall Michelsen.

*Question: When is the election for faulty?*

*Response: On the next round, CONEC will be involved.*

**Lori Lewis, VC Advancement, report to Senate**

Presentation was brought on screen.

A review from fiscal year 17 was presented. Advancement is charged with developing and maintaining relationships with faculty, staff, alumni, and friends.

**Lead the way campaign-** We are nearing the end of the leadership phase, and will start to launch the public phase. As of September 31st, we have had several gifts… nearly 37 million in gifts and pledges. Our working goal is 50 million, and we are currently at 73% of the goal. We hope we have the momentum to expand the goal.

The top four areas garnering donor support:

1. Have not been designated as of yet (University other- 8.7 million)
2. CEP 6.6 million
3. Athletic 6 million
4. COB 5.1 million

We should expect these numbers to change over the course of time.

Last fiscal year, ending June 30th, we raised over 10.5 million, which was 6% over fiscal year 16.

88% of last year’s gifts came from alumni, foundation, and friends.

According to Policy 104, Lori will review endowments over $25, 000.

Scholarship endowments were the majority, as we had 39. We want to continue that trend in the next fiscal year.

We have several endowments in que and secured for FY18.

**Leading by Example-** this is the tagline for the Lead the Way campaign. The Chancellor and Susan Belcher started this. We suggest using the payroll deduction for giving.

Main leadership boards are giving annually. The Board of Trustees, Foundation Board, Alumni Board of Directors, and the Catamount Club are all at 100%. The Board of Visitors is at 79.3%.

Faculty and Staff – the total number of gifts was 1927, and the total giving was $163,400, with an average size gift of $707. The top areas of support went to scholarships, unrestricted, and athletics.

Thanks and know that you make a difference through time, talent, and treasury. Thank for giving back.

**Provost Report: Alison Morrison-Shetlar**

*The Provost report was posted on SharePoint for review prior to the meeting.*

**Activity of the Provost Fellow for Faculty Relations 2016-2017**

A total of 25 different cases, spread across six of nine college-level units, were addressed by the Provost Fellow for Faculty Relations between summer 2016 and summer 2017. Of these cases, 11 were initiated by members of the faculty, 12 were initiated by department heads and 2 were initiated by staff members. The two staff members were referred to Rusty Marts, Employee Relations Manager in the Human Resources Department. Another 12 exit interviews were conducted by the Provost Fellow with separating faculty members.

*Nature of the issues addressed.* The categories of issues raised by faculty and faculty administrators during this period aligned with the following categories:

1. Interpersonal conflicts – requests for assistance in dealing with difficult personalities, feeling disrespected by someone in a higher-ranking position, receiving inadequate communication from superiors, desire to improve group dynamics and desire to improve working relationships among diverse personalities, resistance to change initiatives by a unit administrator.
2. University policies and practices – outreach was made by faculty and faculty administrators alike for help in clarifying existing policies, requesting direction for where to address certain policy-related issues, questions about handling situations where either a policy may have been violated or where deadlines were changed, and dissatisfaction with certain practices. Dissatisfaction over the way faculty parking was addressed was expressed by several individuals. This issue encompassed continued displeasure for the elimination of faculty-only parking in the Coulter lot, and the closure of the Methodist lot for repaving while simultaneously converting the Reid lot into a paid lot (note: the latter was later suspended until the Methodist lot reopened).
3. Performance issues – there was a complaint alleging performance errors affecting faculty work related to course scheduling. A second performance issue concerned the spillover of interpersonal problems within a unit that affected job performance and was beginning to be noticed by students
4. Other – a concern was presented that reputational harm would ensue to a unit due to the management style of an administrator.

*Exit Interviews.* A total of 12 conversations were held with separating faculty. Among 25 faculty who separated at the end of spring or summer 2017, the Provost Fellow was made aware of 15 and invited each one to have an exit conversation. The exit interviews lasted between 30 minutes and 75 minutes.

Of the 25 spring/summer 2017 separations, 20 were involuntary due to contract expiration and 5 were due to retirement.

A summary of the findings is as follows:

1. Favorable aspects of WCU – WCU’s commitment to engagement in the region; WCU provides high educational value to this part of the state; the Provost, the Chancellor, the Dean of Health and Human Services and his leadership style and practices; the work of the Coulter Faculty Commons and the assistance provided by their staff; other support services such as IT, library, and the International office.
2. Things that could be improved – Be deliberate about career path planning, coaching and mentoring faculty, including undertaking succession planning; demonstrate greater respect/loyalty/concern for the value of faculty (e.g., perks, practices); realign priorities to minimize the corporate model being used for decision making and short-term mindset based on dollars rather than things like quality instruction; provide transparency as well as consistency across colleges in areas such as teaching load, overload pay and so forth; and, show more respect and value for different disciplines (versus favored treatment for select programs).

*Terri shared that she just started her 3rd year and deals with conflict resolution, policy issues, clarifications, and started conducting exit interviews with departing faculty. She can be reached by email or phone.*

**WCU Programs in Asheville - Five Year Enrollment Report**

In the Fall of 2012, Western Carolina University moved and consolidated its programs in Asheville from the campuses of UNC Asheville and AB Tech to Biltmore Park Town Square. The original 25,000 sq/ft instructional site was then enlarged in 2014 with the addition of 10,000 sq/ft on the ground floor to expand Engineering’s programs in Asheville. Today, WCU hosts 641 students in 2 doctoral, 10 masters, 3 baccalaureate and 3 certificate programs at the Biltmore Park instructional site. In addition to the 200 classes held each year at WCU Biltmore Park, Educational Outreach conducts more than 40 continuing education and professional development programs at WCU Biltmore Park and the University hosts more than 1000 WCU meetings and programs as well as 500 meetings and programs for off-campus groups.

The following tables show the growth that has been had for the 5 years that WCU has been at Biltmore Park.

|  |  |  |
| --- | --- | --- |
| Year | Head Count(Fall Census) | Student Credit Hours(Fall Census) |
| 2012 | 514 | 3470 |
| 2013 | 514 | 4686 |
| 2014 | 595 | 4659 |
| 2015 | 606 | 5057 |
| 2016 | 579 | 5217 |
| 2017 | 641 | 5473 |

Head count increase since coming to Biltmore Park: 24.7 %

Head count increase since adding the first floor: 7.7 %

SCH increase since coming to Biltmore Park: 57.7 %

SCH increase since adding the first floor: 17.4 %

With 641 students and 5473 student credit hours generated, fall 2017 marks the largest enrollment since moving to Biltmore Park. Additionally, the number of credit hours are the most since WCU began programs in Asheville in 1937. Today, 40 faculty and 10 staff have their permanent full-time assignment at WCU Biltmore Park, and 45-55 additional faculty teach at WCU BP each semester. Not surprisingly, classroom use is at an all-time high with several periods each week being at full use.

Several programs, such as Nursing and Counseling, are at their accreditation limits for the number of students they are able to enroll. They will need to add more faculty and clinical sites to expand. Social Work did add an Asheville-only cohort this Fall and Physical Therapy is planning to do so in the Fall of 2018.

The move to Biltmore Park has been successful for Western Carolina University and has set a strong foundation for WCU’s growth in the Asheville/Hendersonville corridor.

**Update from the Executive Director for Community and Economic Engagement and Innovation**

Dr. Salido is busy promoting the great things that we are doing at WCU across the region. In addition to his work in Jackson County, he recently traveled to Clay, Henderson, Buncombe, and Mitchell during the month of October to talk with economic developers and county and business leaders to find partnership opportunities. His recent activities include:

* Attending events that can expand WCU’s network with the region including: area chambers of commerce meetings, business and company events, economic development meetings, conferences, and trade shows
* Speaking engagements at regional venues like rotary clubs, county board meetings, or various organization events
* Representing WCU on on regional and state boards
* Writing promotional materials to assist regional and state business recruitment of high-level business like the new Amazon Headquarters
* Submitting a proposal with Wendy Cagle and Yue Hillon to the Appalachian Regional Commission for funding to conduct a natural products industry market analysis
* Working with faculty to connect students to internships
* Presenting WCU’s role in regional economic development at the Metro Economy Outlook
* Meeting with SylvanSport in Brevard to discuss the Outdoor Gear LEAD conference that is being planned for Oct 2018
* Meeting with regional leaders to develop a LEAD Agriculture conference
* Meeting with regional leaders to discuss how WCU can impact broadband availability in WNC. A recent survey was sent out in support of that effort. A LEAD broadband conference is being planned.
* Attending the Brushy Fork Institute and meeting with the Rural Center to discuss WCU’s role in leadership training for rural leaders, such as developing a non-profit leadership institute
* Working with leaders in Asheville to promote the natural products industry

Dr. Salido will be meeting with program directors across all colleges during the next 4-6 weeks. Meetings will give program directors and department heads the opportunity to understand what he does and suggest how he can help programs achieve their engagement goals.

**Campus Safety Clery Report**

The Annual Fire Safety and Security Report is distributed at the beginning of October every year and contains information regarding statistical data, policies, timely warnings, emergency notifications, informational links, and other relevant information.

The Clery Act also requires Western Carolina University to:

* Collect, classify, and count crime reports and crime statistics
* Issue campus alerts to provide the campus community with information necessary to make informed decisions about their health and safety
* Submit crime statistics to the Department of Education each year
* Maintain a daily crime log of alleged criminal incidents that is open to the public
* Disclose missing student notification procedures that pertain to students residing in on-campus student housing facilities
* Keep a fire log that is open to public inspection
* Publish an annual fire safety report containing policy statements as well as fire statistics associated with each on-campus student housing facility
* Submit fire statistics to the Department of Education each fall through their Web-based data collection system

We all share the responsibility and the goal of providing an atmosphere where Western Carolina University students, faculty, and staff can pursue their college experience and workspace in a safe and secure environment. Our most important partnership is with our campus community. A truly safe campus can only be achieved through the cooperation of our campus community. It is up to each one of us to help foster a secure and supportive environment at Western Carolina University, an environment where individuals can feel safe to visit, learn, work, and live.

**Retention Update**

A Western Carolina University group of seven faculty and thirteen staff are developing a report aimed to outline a series of recommended strategic initiatives and actions designed to support first-year student retention and persistence. Recommendations that emerge from analysis of data and trends will also factor in a review of current practices the university has in place to support the academic success of WCU students. A review of national best practice and a comparative review of peer institutions will add depth to the narrative, as will ongoing review of progress and outcomes. The dedicated attention to strategic planning specific to retention and persistence is designed to be complimentary with and supportive of the current refresh of the WCU Vision 2020 Strategic Plan. As with the university strategic plan, this will be a living document that aims to be responsive to changes among student demographics and environmental contexts. Supporting the work of a task group charged with drafting the report, the ‘Retain and Graduate Committee’ is co-chaired by Lowell K. Davis, Assistant Vice Chancellor for Student Success, and Keith Corzine, Assistant Vice Chancellor for Student Affairs.

**WCU Metrics Update**

A meeting with members of the task force that has been working over the past year to define WCU’s contribution to the UNC Strategic Metrics met on October 12th to discuss next steps and brainstorm ideas on where to focus our efforts. Key ideas and questions discussed include:

* Retention of students is key. Work is underway to identify what programmatic areas need investment. What is the success of existing programs? Where should reallocation of resources occur?
* Is there a correlation between Low Income and Rural Enrollments?
* Changes in admissions includes regional consideration to insure we continue to meet the needs of WNC as NC Promise is implemented.
* Tasked by the Chancellor to grow strategically by 300 students per year. That growth is not restricted to FTFT students and includes Biltmore Park – Buncombe County, online, undergraduate and graduate.
* What are demographics of online/distance students?
* 5 Year Graduation rate is based on this year’s cohort.
* We saw a drop in ASP and Hispanic student retention this year. Small numbers overall (retention of 22 students would have resulted in 80%). What supports/programming are necessary?
* Will soon receive “Annual Indicators” from General Administration – 5 year, undergraduate retention, student success, credit benchmarks. Johnny Lail serving as liaison with GA on dashboards.
* $2M pool of grant funds to be used for Student Success. WCU will be eligible to apply given 5 stretch goals in our metrics.
* Some programs have admissions control at the Community College (RiBN)
* Support needs for students at Biltmore Park
* Childcare
* Early College admission – can choose between Freshman or Transfer –
* Encourage Freshman entrance – more support available, greater impact on 5-year graduation rate.
* Focus on rural early college admission (perform more like transfer students)
* Early college list – treat as a new class for support
* Catamount School – longer term retention
* Sophomore Survey – financial #1 reason for transferring
* Personal finance course as incentive?
* Change in academic plan survey – reasons students leave vary widely
* Needs-based grant program to be setup Fall 2018 – run through Financial Aid
* Hours per week students are working?
* Counseling information?
* Aramark supervisor support?
* Work Study numbers easy to obtain
* Off Campus?
* Not in NSSE – other HERI (UCLA) 1st year surveys
* myWCU IT Survey? Required for Registration
* What would be good to do? Assume hypothesis is correct…
* Insure living wage on campus?
* Child Care?
* Address at orientation (students & parents) – how work impacts education
* Campus Tour/Education Planning
* If working, can’t do all the enrichment things we value
* Work Study placements with low income

Look at supports and incentives for different student populations as models:

* Athletes
* ASP
* Have similar supports for at risk students – “enhanced advising”
* Students of Color Focus Groups?
* Consider measures of Grit in student admissions
* High School grade trends
* Math in Senior year
* Data collected now?
* Predictive modeling – profile comparison - with/without?

*Areas of Distinction*

* Data gaps in Experiential Based Learning - How Capture?
* Internship and Undergraduate Research
* Departments - Learning Outcomes in Courses – Ask instructors?
* Service Learning Survey as model - CBAS – Comm. Based Activity Survey

**Online Program Development Task Force**

The Provost appointed an Online Program Development Task Force in October, 2017.  The appointment of the task force follows the collection and interpretation of data from a variety of sources including the survey of undergraduate distance students, reflection by the Deans of the Colleges with distance programs and input from the Distance Learning Council and Provost Council.   The task force will develop a draft strategic plan for online programs at Western Carolina University.  Many individuals will be asked to provide information and consultation to the task force.  Stay tuned more information will follow.

*A report should be provided to the Provost by March 2018.*

**Southern Conference All Faculty and All Staff Awards**

Please consider nominating a colleague for the following Southern Conference awards:

All Southern Conference Faculty Team – Criteria are as follows:

* Demonstrated service to WCU.
* Recognition for a research project or written academic piece.
* Contributions to student life and the local community.

All Southern Conference Staff Team – Criteria are as follows:

* Demonstrated record of service to the institution.
* Recognition for bringing out the best in others and creating conditions for success.
* Contributions to student life and the local community.

As you can see, the criteria are very broad.  The nominee doesn’t have to excel in all areas.  The purpose of the award is to recognize staff and faculty members in our Conference who have made a significant impact in the lives of students at our respective institutions.

The staff and faculty members who are selected to represent WCU on the All Southern Conference Teams will be recognized at a WCU basketball game.

I hope you will nominate a colleague for this award.  If you would like to nominate someone, please submit a nomination form and letter **to AJ Grube (**agrube@wcu.edu**) or Pam DeGraffenreid (**degraffen@email.wcu.edu**) no later than 5:00 p.m. on November 3rd**.  Guidelines and nomination forms for the awards were sent via email.  Thanks so much for your consideration!

*Question: Exit Interviews: will there be recommendations on changes that should be made?
Response: We are gathering the data and will give the Provost office an annual report. The takeaways are in the Provost report.*

***The full Provost Report is available on SharePoint.***

**Faculty Assembly Report: Rebecca Lasher**

**DACA resolution *(vote)***

Are we interested in endorsing this as a Faculty Senate? It supports the children of DACA and urges legislatures to stabilize their situation and make something more permanent. The question is, are we interested as a body in endorsing their resolution?

Discussion proceeded.

Question: Is there anything for us to offer up as a suggestion to the resolution?
Response: It is beyond us to change. It is their resolution and we are simply voting whether or not to endorse it as is. We could choose to write our own resolution.

Suggestion: It would speak volumes if we support this and then follow up with our own resolution.

Suggestion: As we craft our response, we should be mindful to include the humanity of the issue. We should emphasize this.

Motion passed to vote. Vote proceeded. Passed.

**Free Speech**

Rebecca will file a written report that contains details from the Faculty Assembly meeting. Today, we are sharing that over the summer General Administration passed a law regarding free speech on the campuses across NC. Part of the law says that the BOG will create a policy for all campuses. Faculty Assembly has been asked to contribute to this report. We are working on it and will have an opportunity to be at the table when BOG is presented the policy. We will post this for your review at a later date, and we will suggest changes to the policy from a faculty standpoint in regards to areas we would like to see changed. They are meeting November 1st, so we wanted our response ready for their meeting. We will be available for clarification and questions.

*Question: With regard to the free speech bill, is assembly working to respond to that as well?
Response: Yes. We are giving input on how we see it. Rebecca will send the statutes, what policy was written, and how we responded.*

*Question: Catherine, Rebecca, and Laura have been tasked with coming up with something about the free speech issue. What advice would this body have for those trying to craft this statement?
Response: Once you see the law, the proposed response from BOG, and then from faculty assembly, there is some clarity that will help guide. The policy as crafted, includes a separate system of discipline if you were to interrupt a speaker, but the separate system of disciplinary action could propose a lot of problems. We need to look over the information and digest it before diving into something from Senate.*

**Staff Senate Chair: Mandy Dockendorf**

* Happy Homecoming. We are participating in the homecoming parade, and will have a float. Anyone is welcome to come along with us and SGA to help decorate the float or walk in the parade. Decorating will be held at the picnic shelter area from 12-3pm, and then we will move to Watson Park at 4:30pm. Deidre Hopkins has been planning this for us and has done a wonderful job.
* 31B is our designated tailgating spot for the football game.

We hope to work together on doing a food/item drive for a few different organizations as our community service item for the fall semester. We would like to give back to the local community- Home Base, Community Table, etc.… and would love to have full WCU community support given to our outside community.

COUNCIL and COMMITTEE REPORTS

**APRC Report: Kae Livsey**

**Letter to Faculty from APRC *(vote)***The letter was brought on screen for review. The letter talks about academic integrity through a larger lense, and should go to the full faculty. APRC looked at the SGA resolution, and found it was narrow. The recommendations were great, but not broad enough. We need to think of a comprehensive plan of attack.

Brian Railsback asked if he could bring this letter to the SGA so that they can see the response prior to us sending it out.

*Question: Maybe this can be made an “initial” response? Then, can we ask APRC for a timeline?
Response: Robert Crow said he would take the information back to the council for further discussion.*

*Suggestion: This is a good start, and discussions at the department level should be happening. Any action plans need to come from Faculty Senate.*

A motion was made to endorse the draft as is, bring it to SGA, and then send it out to faculty. Vote proceeded. Passed.

**CRC Report: Mae Claxton**

**Non Tenure Track Faculty Update**We continue to work on the Path to Promotion, and are working with Brandon Schwab and other stakeholders to come up with a document to distribute widely, and receive feedback in January.

**FAC Report: Catherine Carter

Resolution on Dedicated Professional Travel Fund for Fixed-Term Faculty *(vote)***

Resolution brought on screen. A friendly amendment was made to add some semi-colons. Vote Proceeded. Passed.

NEW BUSINESS

**Faculty Senate Resolution to Create a WCU Needs-Based Scholarship Program and Graduate Tuition Scholarships *(vote)***

Melissa Wargo pulled together a group to discuss how this would work and how to move forward. The resolution was discussed thoroughly and if we go forward with this resolution, there is a good chance that it will be implemented.

Open for discussion. No further discussion. Vote proceeded. Passed.

***All Faculty Senate meeting recordings are available on the share drive.***

MEETING ADJOURNED

Voting Record

**DACA resolution**

|  |  |
| --- | --- |
| **Amy Murphy-Nugen** | yes |
| **Arledge Armenaki** | yes |
| **Bill (William) Richmond** |  |
| **Brian Railsback** | yes |
| **Catherine Carter** | yes |
| **Charmion Rush** | yes |
| **Cheryl Waters-Tormey** | yes |
| **Damon Sink** | yes |
| **Elizabeth Tait** | yes |
| **Frank Lockwood** |  |
| **Kae Livsey** | yes |
| **Katerina Spasovska** | yes |
| **Laura Wright** | yes |
| **Liz Skene** | yes |
| **Mae Claxton** | yes |
| **Malcolm (Mack) Powell** |  |
| **Niall Michelsen** | yes |
| **Ophir Sefiha** | yes |
| **Patricia Bricker** | yes |
| **Robert Crow** | yes |
| **Robert Steffen** | yes |
| **Rus Binkley** | yes |
| **Saheed Aderinto** | yes |
| **Sean Mulholland** | yes |
| **Weiguo (Bill) Yang** | yes |
| **Wes Stone** | yes |
| **Zsolt Szabo** | yes |

**Letter to Faculty from APRC**

|  |  |
| --- | --- |
| **Amy Murphy-Nugen** | yes |
| **Arledge Armenaki** | yes |
| **Bill (William) Richmond** |  |
| **Brian Railsback** | yes |
| **Catherine Carter** | yes |
| **Charmion Rush** | yes |
| **Cheryl Waters-Tormey** | yes |
| **Damon Sink** | yes |
| **Elizabeth Tait** | yes |
| **Frank Lockwood** |  |
| **Kae Livsey** | yes |
| **Katerina Spasovska** | yes |
| **Laura Wright** | yes |
| **Liz Skene** | yes |
| **Mae Claxton** | yes |
| **Malcolm (Mack) Powell** |  |
| **Niall Michelsen** | yes |
| **Ophir Sefiha** | yes |
| **Patricia Bricker** | yes |
| **Robert Crow** | yes |
| **Robert Steffen** | yes |
| **Rus Binkley** | yes |
| **Saheed Aderinto** | yes |
| **Sean Mulholland** | yes |
| **Weiguo (Bill) Yang** | yes |
| **Wes Stone** | yes |
| **Zsolt Szabo** | yes |

**Resolution on Dedicated Professional Travel Fund for Fixed-Term Faculty**

|  |  |
| --- | --- |
| **Amy Murphy-Nugen** | yes |
| **Arledge Armenaki** | yes |
| **Bill (William) Richmond** |  |
| **Brian Railsback** | yes |
| **Catherine Carter** | yes |
| **Charmion Rush** | yes |
| **Cheryl Waters-Tormey** | yes |
| **Damon Sink** | yes |
| **Elizabeth Tait** | yes |
| **Frank Lockwood** |  |
| **Kae Livsey** | yes |
| **Katerina Spasovska** | yes |
| **Laura Wright** | yes |
| **Liz Skene** | yes |
| **Mae Claxton** | yes |
| **Malcolm (Mack) Powell** |  |
| **Niall Michelsen** | yes |
| **Ophir Sefiha** | yes |
| **Patricia Bricker** | yes |
| **Robert Crow** | yes |
| **Robert Steffen** | yes |
| **Rus Binkley** | yes |
| **Saheed Aderinto** | yes |
| **Sean Mulholland** | yes |
| **Weiguo (Bill) Yang** | yes |
| **Wes Stone** | yes |
| **Zsolt Szabo** | yes |

**Resolution to Create a WCU Needs-Based Scholarship Program and Graduate Tuition Scholarships**

|  |  |
| --- | --- |
| **Amy Murphy-Nugen** | yes |
| **Arledge Armenaki** | yes |
| **Bill (William) Richmond** |  |
| **Brian Railsback** | yes |
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| **Damon Sink** | yes |
| **Elizabeth Tait** | yes |
| **Frank Lockwood** |  |
| **Kae Livsey** | yes |
| **Katerina Spasovska** | yes |
| **Laura Wright** | yes |
| **Liz Skene** | yes |
| **Mae Claxton** | yes |
| **Malcolm (Mack) Powell** |  |
| **Niall Michelsen** | yes |
| **Ophir Sefiha** | yes |
| **Patricia Bricker** | yes |
| **Robert Crow** | yes |
| **Robert Steffen** | yes |
| **Rus Binkley** | yes |
| **Saheed Aderinto** | yes |
| **Sean Mulholland** | yes |
| **Weiguo (Bill) Yang** | yes |
| **Wes Stone** | yes |
| **Zsolt Szabo** | yes |