

Faculty Senate

Minutes

8/30/2017 Regular Business Meeting 3:00-5:00 pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

Present: Alison Morrison-Shetlar, Amy Murphy-Nugen, Arledge Armenaki, Brian Railsback, Catherine Carter, Charmion Rush, Cheryl Waters-Tormey, Damon Sink, David Belcher, Elizabeth Tait, Frank Lockwood, Katerina Spasovska, Laura Wright, Liz Skene, Mae Claxton, Niall Michelsen, Ophir Sefiha, Patricia Bricker, Rus Binkley, Saheed Aderinto, Sean Mulholland, Weiguo (Bill) Yang, Wes Stone, Zsolt Szabo

Members with Proxies:

Robert Steffen, Malcolm (Mack) Powell, Bill (William) Richmond

Members Absent:

Kae Livsey, Robert Crow

APPROVAL OF THE MINUTES

Approval of the minutes for April 20, 2017 regular business meeting: *approved*

Approval of the minutes for April 27, 2017 overflow business meeting: *approved*

OTHER ADMINISTRATIVE PROCEDURES

Selection of Planning Team Senator-at-Large for College of Business (vote)

Frank Lockwood has agreed to join the planning team. Verbal vote proceeded. Passed.

REPORTS

Chair's Report: Brian Railsback

Thanks was given to all senators, FAC, APRC, CRC Chairs, and new senators, and thanks was given to those who have stepped in during the interim while multiple regular senators are out this fall.

Brian has met with most senators over the summer. The meetings were encouraging and breeds hope that we will be an “activist” Senate, in the best sense of that word. It is abundantly clear that we have great partners at WCU with the Provost and Chancellor.

Chancellor’s Report: David Belcher

Thanks was given to everyone who helped launch the new academic year. Between faculty meetings, freshman move-in, convocation, advising, and teaching, WCU employees do it well. This year WCU even decided to raise the bar with a total solar eclipse!

Our people made the experience amazing. It was a shared moment for us and it facilitated community. Regarding the Chancellor’s report, detailed information was offered last year. There is not a lot of additional information to report at this time.

The Chancellor shared some personal goals:

Three volunteer boards are in the process of changing.

The Foundation Board: Chancellor Bardo worked with Mary Ann Loch Lochner in changing bylaws to limit membership to two, six year terms. Previously there were no limits. Limiting will help expand the leadership.

The Board of Visitors: Desire to expand our institutional reach through philanthropy. This is modeled after Chapel Hill’s Board of Visitors. We will be adding ten members each year until we reach thirty members. In the last two years, we have members that have taken our steam plant on. They have been champions for us. The chair is Brandon Robinson, a double alumnus. He is guiding this group towards tactical, aligned activities with our emerging vision.

The Board of Trustees: We have five new Board of Trustees members this year. Two former Board of Trustees members were appointed to the Board of Governors. Katherine Spalding was sworn in in June as our Student Government Association President. The other four new members will be sworn in during the September board meeting.

They are:

Haden Boliek

Timothy Haskett

Bob Roberts

Rebecca Schlosser

A comprehensive orientation for our Board of Trustees was put together. Thank was given for spending time with these individuals.

Each member of the WCU Boards necessitate personal relationship building, continuing education, and leadership growth.

Board of Governor’s: Of the twenty-eight members, four have been on WCU’s Board of Trustees. This is the best representation WCU has ever had at Chapel Hill. The Chancellor is busy building relationships with those that WCU does do not know, and this is priority for the upcoming months.

In September, WCU will host the new group and will introduce the new group to WCU. A working relationship with the new group and the entire Board of Governors is pivotal.

Chancellor Belcher will be focused on building relationships with legislation and General Assembly, and will have more telephone opportunities with them. Another priority is to increase engagement with donors, and to work with regional leaders in our public schools, businesses, and economic development.

President Spellings will lead a panel for the UNC pipeline. Two days after opening assembly, Chancellor Belcher was asked to be present for the blue ribbon panel. This is about taking care of the people, and is important in regards to access and affordability.

Provost Report: Alison Morrison-Shetlar

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

SACSCOC Update

WCU's response to the on-site committee recommendations is being submitted to SACSCOC September 1st. The university received six recommendations, four of which involved issues with quality of outcomes assessment processes in degree programs, academic and administrative units, and research administration. Two recommendations involved contractual concerns with WCU's Jamaican instructional sites. Thank you to everyone who contributed reports this summer to our response. Our report will be reviewed by the SACSCOC Board of Trustees in early December. We will be informed of their decision shortly thereafter.

A specific action taken earlier this summer to help address WCU's shortcomings with outcomes assessment was the establishment of the university-wide Institutional Effectiveness Council. The IEC began meeting this summer and is charged with facilitating clear and consistent communication of institutional effectiveness policies and practices. The IEC will provide recommendations for action relative to annual quality of assessment reports. Activity of the IEC will be posted to a SharePoint site, once established. The past-chair of faculty is a member of the IEC.

The work that Steve Wallace and Tim Metz have completed will be available next week.

UNC Strategic Plan and WCU Metrics and Targets

Our thanks to the faculty and staff who were involved in the year long process and spent hours travelling to the Board of Governor's (BOG) meetings and working together to ensure that the voice of WCU was heard as the UNC Strategic Planning process was developing and as the metrics and targets were being set. It certainly was! Much of the input from the WCU faculty and staff team is in the final UNC Strategic Plan.

We were asked as an institution to put forward the metrics that we thought would be in the priority (5), improve (3), and sustain (1) categories. The faculty and staff team approved the following metrics in these categories and after significant data comparison work by Alison Joseph and Johnny Lail (OIPE), the metrics and targets were defined as follows:

Priority:

- Low-income enrollments: By fall 2021, increase Pell enrollments by 14.3%. (Stretch goal)
- Low-income completions: By 2021-22, increase the number of low-income graduates by 31.8%.

(Stretch goal)

- Rural enrollment: By 2021-22, increase enrollments from Tier 1 and Tier 2 counties by 10.9%. (Stretch goal)

- Rural completions: By 2021-22, increase the number of graduates from Tier 1 and Tier 2 counties by 12.6%. (Stretch goal)

- Critical workforce: By 2021-22, increase critical workforce completions by 25.4%. (Stretch goal)

Improve:

- Graduation Rate: Increase five-year graduation rate from any accredited institution to 64.7% for the fall 2017 cohort.

- Achievement gaps: Reduce by half, the existing gap (2015-2016 baseline gap of -4.4) in undergraduate degree efficiency among male students.

- Degree efficiency: By 2021-22, increase your undergraduate degree efficiency to 26.0. This value is the number of undergraduate credentials awarded per 100 FTE undergraduates.

Sustain:

- Research: By 2021-22, increase research awards and income by 15% (to \$6,369,161).

Our next priority step as an institution is to identify the mechanisms and support necessary to achieve our targets. A team of campus faculty and staff and the Enrollment Planning Committee will be the ones to help determine how we will assess our successes.

Areas of Distinction

Included in our discussions with the Board of Governors (BOG) and General Administration, was the development of WCU Areas of Distinction. Thank you to all of you who put forward ideas, voted for and supported the three areas that have been put forward for approval by the BOG.

Cultural, Artistic & Environmental Immersion: Connecting learning opportunities across the curriculum to WCU's unique environmental and cultural resources.

Service & Outreach: Learning through field-based service through reciprocal relationships with regional partners in order to prepare students to analyze and solve challenges in communities and in the world.

Experience Based Learning: Providing opportunities for students to earn real-world experience in their field of choice including internships, externships, undergraduate and graduate research, project-based learning, and capstone experiences.

After today, we will be sending this information to the BOG.

WCU 2020 Vision Strategic Plan update

This year we are embarking on a revision to Western Carolina University's "2020 Vision" Strategic Plan. Over the course of the next six months, you will have opportunities to provide input on WCU's future, including giving feedback on the university's progress toward meeting the goals and initiatives of the original plan, which was developed in 2012.

A committee of your peers (faculty, staff, and administration) representing units across campus, has begun the first phase of the revision to the "2020 Vision" plan and is assessing progress and either

retaining, removing, or tweaking elements that constituted the original plan's strategic directives. The committee will also incorporate WCU's areas of distinction, UNC Strategic Directives and Metrics, and other relevant elements over the next few months.

The second phase of the revision is to solicit input from campus and external constituents electronically, through town hall meetings, and via other avenues. A website has been created to update the campus community on the committee's progress and to capture your input. Please take some time to complete the brief survey that you will find there.

Catamount School

After nine months of great collaboration with Jackson County Schools and WCU faculty and staff, we opened the Catamount School for 6th, 7th, and 8th grades on August 22nd with a great principal, three fabulous teachers, and eight wonderful staff. This has been a herculean feat for a lot of people to get the school up and running. Paws was there to greet the 57 new students and their parents at orientation on August 15th.

We have decided to accept students up until today.

Gender Salary Equity

We are continuing the important work of ensuring that we have Gender Salary Equity across campus. Results of changes that occurred last fiscal year in Academic Affairs are on the Provost's Website.

Taskforce on Racism

Specifically relating to Navigating Community and the total college experience, the taskforce on racism chaired by Dr. Kathleen Brennan, has led to the development of eight recommendations. Those recommendations are available in full on the faculty senate website.

Ricardo Nazario-Colón along with faculty and staff have already moved some of these recommendations forward. They are:

Clarify the university stance on diversity and inclusion and strengthen the integration of this stance into campus culture.

- Every unit should have diversity and inclusion goals that include Training, Hiring, Philanthropy, Research, and more.
- Celebrate our Diversity and Inclusion through awards program, campus wide celebrations, enhanced programming, and marketing

I know that several units are working on diversity and inclusion goals and that Ricardo stands ready to support those units who are developing them.

There are two other recommendations that have also been moved forward:

Compile campus diversity-related information: The diversity and inclusion website is up. With input from across campus on what is going on in and outside the classroom, the website will effectively and efficiently serve this purpose.

Regularly conduct formal assessments of campus race/ethnicity equity: A campus climate survey was conducted this spring through Student Affairs. Unfortunately, due to the very low response rate the Office of Institutional Planning Effectiveness is having to work, in collaboration with faculty and staff, to aggregate the data to ensure anonymity in the responses, as was promised to participants in the survey request. We will then disseminate the results of the survey.

We are committed to deploying a more robust climate survey and attaining a higher response rate in the coming year through the Office of Institutional Planning and Effectiveness and the Office of Equal Opportunity and Diversity.

The full Provost Report is available on SharePoint.

Question: Priority UNC System Goals- I am confused on terminology for low-income students (PELL). Please explain.

Response: Low income is defined as PELL eligible. We are looking at how we can help those that are Pell Eligible become PELL Recipients.

Question: Can Sophomore/Junior students apply?

Response: Yes. Anyone that completes FAFSA (PELL eligible), are contacted. You could ask a student if they are PELL eligible and if so, you can help them.

Comment: PELL grants are part of the Financial Aid process.

Question: Do we graduate a higher number of African Males on a percentage basis?

Response: Yes

Question: Are there any expectations for enrollment completion and what will that mean for our diversity population?

Response: Because the numbers are so low for us, it is not a large number proportionally. Most of the numbers are very manageable. It will help diversity on campus.

Comment: K-16 Blue Ribbon Panel- if Business faculty were to help local high schools, we could make a difference in regards to Financial Literacy.

Question: Are we going to identify the things we can do in terms of what kind of resources may be needed to push those numbers? Can resources be re-allocated?

Response: The team should come together to see what we should or could do and what are the resources to do it.

Comment: Senate needs a list of the group members.

Response: Brandon Schwab will provide this information.

Staff Senate Chair: Mandy Dockendorf

Staff Senate has not met since after opening assembly. Nothing to report. We look forward to working with everyone.

Student Government Association: Katherine Spalding

We would love to partner with Faculty Senate in reference to Home Base.

Comment: If we could get the word back to the entire student body to apply for the FAFSA even if you don't think you qualify... it is still beneficial. You may qualify for other scholarships.

Brian Railsback noted that councils will take the issues of Advisor Evaluations and Academic Integrity up.

COUNCIL and COMMITTEE REPORTS

APRC Report: Kae Livsey

APRC will be looking into Academic Dishonesty.

CRC Report: Mae Claxton

No Report at this time.

FAC Report: Mack Powell

We are working with SGA on evaluation of advisors, mid-term instructor evaluations, and non-tenure track. CRC is going to assist with Non-tenure track, path to promotion. We will work with Brandon Schwab on that part of the report as well.

NEW BUSINESS

Resolution endorsing the recommendations of the Joint Task Force on Racism (vote)

Open for discussion. The Senate affirmed the work the JTFR completed. We want to launch it this year.

Question: What about the Council on Exclusive Excellence?

Response: A recommendation is to have an implementation committee. Ricardo Nazario-Colon is currently working on the membership.

The FS Chair will be a representative on that ongoing committee.

Comment: We need to tap into college diversity committees and the areas that we are doing some of this work already. It feels like we are missing each other and need a way to pull this together.

Brian mentioned that the Chancellor was clear that this was a university-wide effort. This is a coordinated way to do this. The resolution is an important beginning.

Vote proceeded. Passed.

BOG ban on litigation of Senators (vote)

Open for discussion.

Question: Some discussion was had in regards to the type of activity begin moved. Is there an opportunity to add some conversation?

Resolution: We would need a separate resolution/draft if we want to add comments.

Vote proceeded. Passed.

Working groups for senate resolutions

We need several volunteers of folks who would like to work on the proposed resolutions.

A suggestion was made that these resolutions should be picked up on a particular council.

Parking: FAC subcommittee

New investment/programs for low-income undergraduates and graduate students: working group or task force

Creating a Faculty Senate Fund: working group or task force

Debrief: Fall Faculty Conversation

Debrief notes are available on SharePoint.

Discussion followed.

Resources for retention- this is an issue. The problem of recruiting and retaining faculty is an issue. We need a clear picture on what kind of resources we have. We need to look at how we are allocating the resources to support our goal.

Is there a database that can be shared that has this information available?

There are many other ways to help retention outside of raw salary. We could try to document this. It is not just salary.

OIPE is finalizing the report from last year and will share this with Senate.

Another suggestion is for us to review allocations. We need a clear picture as to where we are spending money. We could re-allocate? Make it more efficient?

The Provost shared that the appropriate place to do this is in the Budget Process.

Another issue was brought forth about the Blue Cross/Blue Shield.... will we respond as Senate or as a university?

Liz Skene shared that she went to the video conference and there is no negotiation between the two right now. The policy is that they will not negotiate until the current policy has expired. There may be a lapse. The State Health Plan will not be able to provide any supplemental coverage. As it stands, the State Health Plan as an entity has its hands tied.

Brian Railsback shared that the Faculty Senate may be able to respond in a specific way. We don't want to blanket respond.

We could send out the conversation to the faculty.

An additional note: We would love to see everyone and their students at the Unity Event tomorrow in the Grand Room.

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

MEETING ADJOURNED

Voting Record

Resolution to endorse recommendations made by the Joint Task Force on Racism

Amy Murphy-Nugen	yes
Arledge Armenaki	yes
Bill (William) Richmond	yes
Brian Railsback	yes
Carol MacKusick	
Catherine Carter	yes
Charmion Rush	yes
Cheryl Waters-Tormey	yes
Damon Sink	yes
Dan Clapper	
David Belcher	
Elizabeth Tait	yes
Frank Lockwood	yes
Jamie Vaske	
Kae Livsey	
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	
Robert Steffen	
Rus Binkley	yes
Saheed Aderinto	yes
Sean Mulholland	yes
Weiguo (Bill) Yang	yes
Wes Stone	yes

Zsolt Szabo

yes