

Faculty Senate

Minutes

03/30/16 3:00pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

Present: Mary Kay Bauer, Bob Beaudet, David Belcher, Robert Crow, Jeanne R. Dulworth, David Henderson, Ian Hewer, Beth Huber, Cheryl Johnston, Leroy Kauffman, Will Lehman, Kae Livsey, Erin McNelis, Niall Michelsen, Alison Morrison-Shetlar, Kadie Otto, Katerina Spasovska, Peter Tay, Bill Yang

Members with Proxies: Patricia Bricker, David Dorondo, AJ Grube, Mack Powell, Bill Richmond, Alex Sargsyan, Liz Skene, Zsolt Szabo, John Whitmire

Members Absent: Linda Comer, L. Alvin Malesky Jr., David McCord, Robert Steffen, Jamie Vaske

APPROVAL OF THE MINUTES

January 27, 2016: Approved

February 3, 2016: Prior to the meeting review of minutes, Erin McNelis sent comments to the Faculty Senate leadership group. The comments and adjustments were made prior to sharing the minutes at the meeting. The adjusted minutes were reviewed and included:

Collegial Review Council resolution on the Collegial Review Committee: The verbiage used on the resolution was changed regarding elected and appointed.

An additional comment about the Provost discussion items for the CRC was added.

Mary Kay Bauer was proxy for Robert Crow at this meeting and should be adjusted in the minutes. And Niall Michelsen was present.

The minutes were approved as adjusted.

February 18, 2016: Prior to the meeting review of minutes, Erin McNelis sent comments to the Faculty Senate leadership group. The comments and adjustments

were made prior to sharing the minutes at the meeting. The adjusted minutes were reviewed and included:

Collegial Review Council resolution on the Collegial Review Committee: The resolution had some amendments made after it was available on SharePoint. The amendments were shown on the document presented at the Faculty Senate meeting.

The amendment included:

- 1) The first “be it resolved” paragraph to
 - a) Make it clear changes were to university AND college CRCs; and
 - b) Add a timeline for implementation (for Spring 2017 elections);
- 2) The first “Also be it resolved” was deleted;
- 3) Clarification was added to the next “Also be it resolved” to clarify CONEC handled the university level elections;
- 4) In the last “Also be it resolved” to add a timeline for updating college by-laws by December 2016; and
- 5) Clarifying language added to 4.07 D. 2.a.

Faculty Activity Database: change to remove the reason for delay of the FAD discussion.

Additional votes that were not recorded were added to the vote count.

The minutes were approved as adjusted.

EXTERNAL REPORTS

Chancellor’s Report/David Belcher:

Successful Bond Initiative

Two weeks ago, the voters of North Carolina overwhelmingly approved the \$2B bond initiative which included \$110M for a new natural sciences building for Western Carolina University. Inasmuch as approximately 2/3 of the total bond package was designated for higher education, I see this vote as a strong demonstration of support for higher education from the electorate, and this heartens me.

Of course, a new natural sciences building will be a game changer for us at WCU for all of the reasons which I have enumerated innumerable times. To be sure, we have many other academic space needs – some new construction, and a lot of repair and renovation issues. But the new natural sciences building was the top academic building priority in the campus master plan we completed a couple of years ago and thus represents a significant step forward.

We are now beginning a period of planning before construction itself begins, hopefully in early 2017.

UNC President Margaret Spellings Visit

President Spellings visited WCU three weeks ago as part of her tour of UNC institutions, and she had a wonderful, informative experience with us. Her visit included a two-hour tour of campus highlighted by stops at the Rapid Center, the commercial and electronic music studio, the mosquito laboratory in HHS, and the body farm; at each of these stops, she met with students who spoke about and demonstrated their work, as well as with their faculty and staff mentors. And of course, we toured her through the steam plant (which we are now referring to as the “steam museum”, new name courtesy of Curtis Monteith).

In addition, Margaret met with representatives of faculty, staff, and student leadership, and I have heard nothing but very favorable reviews of those meetings. She also met with the Board of Trustees, enjoyed a reception with community representatives and leaders, and hosted a press conference with Dean Richard Starnes and me in the natural sciences building.

Margaret left Western Carolina with a good, initial understanding of who we are as a university, our momentum, and how we are pursuing our unique mission. And, from my perspective, WCU really does align well with her emerging, strategic priorities for the UNC System as articulated in The Boston Consulting Group’s Report on Organizational Effectiveness released earlier this week.

- **Access.** Provide opportunity for all.
- **Affordability and Efficiency.** Ensure a UNC education is within the financial means of all in the state.
- **Student Success.** Increase degree attainment and ensure value and relevance for students.
- **Economic Impact.** Contribute to the state.
- **Excellent and Diverse Institutions.** Help institutions achieve excellence against their missions.

Finally on this topic, thank you for your roles in hosting, welcoming, and sharing with our new president. She was very impressed with you and, through you, our university.

Campus Dialogue re Civil Discourse

Allow me to make a few remarks as a complement to my recent campus-wide emails on the topic of civil discourse. As you are aware, our university, like many across the country, is grappling with issues related to free speech and diversity, and, while our university values both free speech and diversity, our campus community has room to grow in living those values.

It seems to me that our campus response must be comprised of three parts:

- Clear communication that WCU has related policies and procedures which we use and will use to govern our work and behavior, to ensure the safety of the members of our campus community, and to protect our fundamental freedoms and rights.
- Opportunities for members of our community to speak, to be heard, to listen, and to engage in constructive dialogue.
- Action – activities, events, continuing conversations, etc. – which will advance learning and a campus culture wherein our actions mirror the values we articulate.

I am heartened by the many faculty, staff, and students who have already stepped up to say, “I want to be part of the solution. How can I help?” Such a responsive approach bodes well for us both in the short-term and in the long-run.

I certainly would not have chosen to have Western Carolina University experience the occurrences of hate speech it did several weeks ago. Inasmuch as we did, however, it seems to me that we have, not just an opportunity, but a responsibility to chart a course to pursue intentionally our best selves and our university’s best manifestation.

Discussion Followed.

Questions presented about the sequence of events that led up to the speech that was shared on social media.

Response: Part of what we are seeing is stemming from national talk, police brutality, and racial conversations. The tenor of the presidential campaign is not helping matters. There is a national context against which this is playing out.

Specific to the local situation, in the University Center Intercultural Affairs Office, there was an art display that was part of black history month. One piece was focused on police brutality. A facebook discussion regarding the inclusion of Trayvon Martin in a poster about police brutality became intense. From there, offensive speech was used on YikYak, and some comments were downright horrible. #BlackLivesMatter chalking’s appeared across campus.

Student Affairs has been working hard and has come up with an action plan with some of the other groups. The Provost is working on a plan as well.

Question: How will we handle to HB2 issue?

Response: What we are doing will be aligned completely with what the UNC system is doing and saying. We are coordinating with the system and at this point they are researching and assessing what the impact will be on campus. We will be provided guidance.

We are not changing anything at this point. We don't know what the implications are. It is not enforceable.

Every student is valued as themselves, as they are. We want to provide them opportunities for learning in a safe environment.

On Friday afternoon, from 3:00 - 4:30 a group will meet for campus conversation.

Jeanne Dulworth shared that students are feeling like we are in a place where something positive will happen and the students appreciate that we are listening to their concerns.

The full report is available on SharePoint.

Provost Report/Alison Morrison-Shetlar:

Campus Climate and Inclusivity

One thing we are doing is a call to action. We have received emails from faculty letting us know they may have already discussed issues in the classroom, or advised a student to an appropriate resource; we have seen people step forward to offer up their perspective.

Friday, we will be meeting to talk about action. The action discussion is to see what we can do to maintain the level of discourse. We need people that have the level of expertise and can facilitate the conversations. The hope is that we come to the table to have a discussion about action items with what we are going to do and what we can do. We want to think about this from a historical and cultural perspective.

Diversity

We now have a Chief Diversity Officer that will start the first of June. In preparation, the Provost asked for the characteristics of the person we want in this position, and Dr. Ricardo meets those characteristics received from the campus community.

There are 3 pages of what we are currently doing around diversity and inclusion, and have been for many years. We want to bring people together around understanding, respect, and knowledge.

This is an opportunity we cannot miss and we need to sustain now and into the future. We ask that Faculty Senate be involved in any way that they can. Even if it is to direct students to resources, to listen, or to discuss.

Positions update

- Admissions Director – chaired by Carol Burton, we are in the final stage for candidate selection.
- Chief Diversity Officer – chaired by Shea Browning, Dr. Ricardo has accepted the position as Chief Diversity Officer.

- Coulter Faculty Commons Director – position announcement update will be out soon.
- Dean of Graduate School and Sponsored Research - chaired by Richard Starnes, we are in the process of developing a short list.

Career and Professional Development Center - Presentation by Theresa Paul Cruz and Carol Burton

Theresa Paul Cruz comes to us with extensive experience. One of the first initiatives was her renaming of the Center. The focus of the center is to get the students ready for careers and graduate school. The Center for Career and Professional Development has been restructuring many of its key operations with an eye toward student success and life beyond college.

The center offers 45 minute appointments, 15 minute drop-in appointments, workshops, classroom workshops, major events (job fairs, etiquette events), LGBTQ workshops, specialty workshops, and more.

On March 10th, the Center hosted a redesigned career event, Catamount Career and Professional Networking Day, in the Ramsey Center with more than 120 recruiters for graduate programs and employers of multiples fields. More than 530 WCU students as well as faculty, staff, alumni, and administrators attended the event.

Results from the employer/recruiter survey are attached along with an analysis of the students who attended the event. For additional information on the Center for Career and Professional Development, please visit: careers@wcu.edu.

Additional documents and the full report are available on SharePoint.

Staff Senate- David Rathbone representing for Pamela Degraffenreid

- Scholarships have been awarded. There will be a photo shoot on Friday, and then representatives will take our awardees out for dinner.
- The Staff Senate will host a forum on April 11th from 2:00 – 4:00 in Blue Ridge.
- Our current campaign will end on April 15th. This campaign is focused on bringing awareness of what scholarship means.
- The UClub needs art work and valuables. We raised \$1500 on a fundraiser last year, and are slated for another this year.
- There will be a yard sale on April 23rd. We are accepting donations.

Faculty Assembly Report/Linda Comer:

Faculty assembly met on February 26th. The theme was faculty work and all involved with it.

Survey Results

We talked about survey results and each university received their reports back. At the meeting, each of us were asked to think about how we best use that data here at Western, and what we are doing with it. The data is available on the UNC website.

State pay and benefits

We had some concerns about state health plan changes and those issues, along with assessment enrollment and wellness enrollment glitches. We should see some higher premiums and higher out of pocket costs.

They should keep the standard 80/20 package available. We are also looking at overall benefits for faculty. Western is below average in the care for dependent costs, and in the optional retirement plan. The employer matching rate is not as good as our peers. The goal should be 8.5-9 % match.

Salaries

They want campuses' to drive that rather than the Board of Governors. They encourage us to look at discipline specific data. They want to give the funds to campus and allow campus to allocate it.

We talked about faculty workloads and the data that goes to GA must be reported to the Board of Governors. They prefer to report raw, aggregate data.

Faculty responsibilities

We are reviewing case studies on how faculty would handle situations. We discussed peer review, curriculum, faculty responsibility, and external gifts.

Faculty standing

Where has been a doubling of non-tenured track faculty system-wide. They are doing some of the same work as a tenured faculty would do.

The full report is available on SharePoint.

SACSCOC Update/Arthur Salido:

SACSCOC Update

Arthur Salido has been working with faculty one on one, and often, in teams. We are 90-95% complete in answering the standards and providing evidence. We are currently in the second review process.

An external reviewer will arrive on Friday to go over our standards, narratives, and evidence. Afterwards, comments and suggestions will be made, which we will address. Cheryl Cardell, the VP of SACSCOC will arrive on May 24th to complete our review.

Quality Enhancement Plan update

The idea of Courses to Careers will be managed on the student affairs side. They will be able to build a co-curricular transcript to offer to our students in an effort for our

students to be more career ready. The QEP development committee has been meeting since September to work out the details of the plan.

Bill Yang, chair-elect of Faculty Senate introduced Annette Littrell, Director of Engagement and IT governance. Annette started employment with Western on December 1st. She is the faculty liaison for the division of IT.

SENATE COUNCIL REPORTS

Collegiate Review Council report/Mary Kay Bauer:

Faculty Activity Database

It is not an evaluation tool. It is a one size fits all form, and it will be mandated next year.

Concerns were expressed that it is poorly designed.

The faculty senate acceptance of the process was on the condition that the form was editable based off the specific needs of the faculty.

This is not an evaluative tool; it is purely a reporting tool.

The suggestion is to bring Andrew Adams into the discussion to help answer the many questions.

CRC will gather and bring forward the issues to the Faculty Senate at a later time.

Academic Policy and Review Council report/Robert Crow:

Curriculog problems

Policy changes and program language changes are difficult to push through curriculog currently.

We do not have a way to track the policy changes and also have them in the Catalog going through Curriculog.

We need to come up with a way to make policy changes that cannot go through curriculog, but need to be in the catalog. The suggestion is to have a small task force to discuss the process. We could possibly use SharePoint with a workflow process and tracking.

The task force will talk to Sarah Speed to see if a form could be developed for the policy change.

Robert Crow will chair the task force and follow up with what is needed.

Curriculum Review

1. BIOL255
2. BIOL256
3. CHEM330
4. CHEM331
5. CHEM352
6. CHEM475
7. Chemistry (ACS-Certified Concentration with 4+1 Option), B.S.
8. Chemistry (General Concentration), B.S.
9. EDRD440
10. Elementary Education Second Degree Program
11. Elementary Education, B.S.ED.
12. HIST212
13. HIST213
14. Music, B.A.

Faculty Affairs Council report/Jeanne Dulworth:

The FAC met 2 weeks ago and discussed the following:

Courtesy appointments

We are taking resolution from last year and making it clearer about the length of serving time. This information should be available for the April meeting.

IRB issues

There may be an issue in several places, e.g. training, mentorship

Mobile device policy #119

Currently in process.

Double, Triple vote for tenure and promotion issue

We will have a meeting on April 13th from 3:00 – 4:00 in the University Center, Nantahala room.

Lack of food options on campus when the university is closed

This issue is being redirected to Student Government Association for review.

Senate Chair Report/Rules Committee: Chair-Elect, Bill Yang

Update on Implementation Advisory Board for the CSFE

The board has met 4 times total so far and has received 6 charges. The meeting minutes are available on [SharePoint](#). Suzanne Tobin has given access to all faculty senators. <<https://intranet.wcu.edu/AcademicAffairs/IAB/Meetings>>

Charge #5 is to set the process and structure of an Ongoing Advisory Board.

The IAB is a one time board that is set to establish the OAB.

We are currently drafting recommendations on the charge for OAB, and are close to completing the process and structure of what the OAB will be.

We will tackle by-laws and charters at a later date.

Liberal Studies Committee Request

The liberal studies committee membership will have one more member on the committee than the handbook dictates, due to the interaction of changing proportions and multiyear terms. CONEC would like an exception on the faculty handbook.

This issue will resolve itself next year when terms are up. There were no objections to this action.

MEETING AJOURNED