Faculty Senate
Minutes
1/27/2016  3:00-5:00 pm

ADMINISTRATIVE PROCEDURES
ROLL CALL

Members with Proxies: Mack Powell

Members Absent: David Dorondo, Robert Steffen

EXTERNAL REPORTS
Chancellor’s Report/David Belcher:

Bond proposal

It probably will not surprise you that I am spending a sizable portion of my time in the first few months of this year campaigning for the passage of the $2B bond package which will fund a desperately needed $110M new natural science building for WCU. As anyone who teaches in our current natural science building will tell you, our current facility is inadequate in terms of both quality and quantity of space. While our biology, chemistry, and physics faculty are doing a first-class job in teaching our students, the facility represents late-1970’s technology and pedagogical environments. The proposed new facility is absolutely imperative if we are to prepare our students adequately for 21st century careers.

In addition, though, we are out of space. All students in some of our fastest growing majors – nursing, other health science disciplines, engineering, forensic science, etc. – take biology, chemistry, and physics as part of their curricula. When the current facility was built in the late 1970’s, WCU had 15 nursing majors; today, we have well over 400 undergraduate nursing majors, 100-150 pre-nursing majors, and 100-150 graduate nursing majors. In the late 1970’s, WCU had no programs in engineering and engineering technology; today, WCU has nearly 600 students majoring in engineering and technology programs. And biology, chemistry, and physics have hundreds of
majors of their own while serving the liberal studies needs of the entire undergraduate student population. We are out of space. Yet, the need for nursing, other health care, engineering, and technology professionals in the region of NC we are charged with serving only increases. If we are to meet our charge, we must grow the number of professionals we graduate in these key disciplines which are so vital to economic and community development in Western North Carolina, and we cannot do that without a facility which can accommodate larger numbers of students.

The bond package goes before the voters of North Carolina on the March 15 ballot, and I cannot urge you strongly enough to vote for its passage. While Western Carolina University will certainly benefit from the new natural science building, this bond package is not about our university and its enrollment; rather, it is about meeting the economic and community development needs of the region we serve.

**President Margaret Spellings visit**

UNC President-Elect Margaret Spellings plans to visit every campus in the System between her first day on the job, March 1, and the end of the semester. She has asked, if possible, that these visits coincide with meetings of the institutions’ Boards of Trustees. Our only Board of Trustees meeting during that time period is at the end of her second week on the job, and she will be visiting us then. We will therefore be among her earliest campus visits.

I know that David McCord in Faculty Senate and Pam Degraffenreid in Staff Senate plan to speak with faculty and staff in more detail about President Spellings’ visit, but I do want to underscore how important her visit will be. Certainly, it offers us opportunities to underscore the important role we play in serving this part of the state and to showcase points of pride. It also offers us an opportunity to share our concerns and our challenges. I encourage those of you who will spend time with her to be open and frank – tell her what you love about what we are doing and tell her your concerns. That is what she is looking to glean.

**Chancellor 360 Review Evaluation**

The UNC System’s prescribed process for chancellor evaluations calls for a thorough review after a chancellor’s fourth year in the position and then every four years thereafter. I completed my fourth year last June and am thus on the cusp of my first 360 review which will take place over the next several months. Having not ever been through this type of review before, I do not really know the process very well. I do know that some faculty, staff, and students will be interviewed about my work as part of the process; others will receive a survey to complete; and all who want to offer input will be invited to do so via email. You will receive further information about the review in the coming weeks. For now, let me urge you to participate in the process; I always find such evaluative processes informative and helpful as I seek to be the best leader I can be,
but this process will only be informative and helpful to the extent that people offer their feedback.

**Center for the Study of Free Enterprise**

Finally, I think it is important to acknowledge that we have been through a bit of a rough patch in the last couple of months, one centered around the establishment of the Center for the Study of Free Enterprise.

Two weeks ago, I attended a conference, the keynote speaker for which was former Secretary of State Condoleezza Rice who, speaking from experience, admonished us that, when we are criticized, we should reflect on the criticism and undertake self-examination. Well, I have been reflecting on the late fall’s debate over the establishment of the Center, wondering how I might have helped in the process, and I’ve realized that it would have helped if, when I wrote my email to the campus to announce my endorsement of the recommendation to establish the Center, I had provided insights into my review and rationale. And so, I thought it might be helpful to offer those to you today.

When in mid-to-late November I received from the Provost Council the recommendation in favor of establishing the Center, I spent time with the document entitled the “Faculty Senate Position Statement on the Proposed Center for the Study of Free Enterprise”, dated October 28, 2015. While the statement did not garner a unanimous vote, it did draw very strong support from this body, and I thus paid particular attention to the concerns expressed by the Faculty Senate. I did so in conjunction with the November 9, 2015, charter for establishing the Center, a revision of the original document, drafted in response to faculty concerns. So, allow me to briefly review my thinking about the concerns raised in your document:

- **Financial costs to WCU**
  I think we would all agree that the original proposed draft budget (there is not an actual budget until a gift is made) was pretty complicated. The revised draft budget makes clear that the only associated costs to the university for the Center are three faculty positions which are already funded. There is no new university money going to the Center.
- **Need**
  While the Faculty Senate’s statement correctly notes that scholarly activities related to the role of free enterprise in a flourishing society are already occurring on our campus, the Center as envisioned would incorporate a number of new activities with a clear focus on applied economics research in alignment with WCU’s economic development strategic priorities, all of which is detailed in the November 9 revised document. So, I do not see the Center’s work, as proposed, to be redundant, but rather to be an expansion or extension of current activities.
• **Academic Freedom**
No one is more adamant about academic freedom than I am, and the revised Center proposal reinforces commitment to academic freedom. The question before us in the fall was the distinct issue of whether or not to establish the Center; nevertheless, much of the concern from faculty regarding academic freedom appears to focus on the potential source of funding. Academic freedom is a non-negotiable from Western Carolina University's point of view, and the Koch Foundation agrees. I am certain that this will not be an issue, and WCU’s Policy 104 ensures my confidence.

• **Peer Review**
The Faculty Senate expressed concern about the absence of peer review. I do not see a reason for concern. All faculty associated with the Center undergo regular peer review through WCU’s collegial review processes. Scholarly output is subject to peer review through the processes associated with publication and conference presentation acceptance. And, of course, pursuant to Board of Governors Policy 400.5, the Center will undergo a comprehensive review every five years, a process which includes faculty.

• **Reputational Costs**
While I certainly accept that this is a concern for some, if we do this right, if we ensure academic freedom, and if the Center evolves as planned as a force for economic development in our region, I do not think we have anything to worry about in this regard.

I recognize and appreciate that you may not agree with my perspective, and I want you to know that that's OK. But I did want to share with you my thinking on this matter.

One final note: when I reflect on the process itself, I do, in hindsight, think we should have allowed more time for discussion and comment, an approach which might have allayed concerns that we were rushing toward a predetermined outcome, which was certainly not the case.

As always, I appreciate what you do for our university and for our students, something which does not change in those moments when we have differing perspectives and opinions.

Further discussion followed.

**Provost Report/Alison Morrison-Shetlar:**

**Implementation Advisory Board for the Center for Study of Free Enterprise**
We will have nominations, charges to the Implementation and Ongoing boards, and the implementation of an Ongoing Advisory Board.
At this time the Implementation Advisory Board nominees are as follows:

- Bill Yang
- Chris Cooper
- Kathleen Brennan
- Damon Sink
- Dale Carpenter
- Bill Richmond
- Wes Stone
- Heidi Buchanan
- David Shapiro

- Ed Lopez
- Darrell Parker
- Martin Tanaka
- Andrea Moshier
- Brandon Schwab

A Draft Charge was reviewed.

**Search/New Hires in Academic Affairs**

Chief Diversity Search - campus visits for three candidates are being scheduled for the last week of January/first week of February (Chaired by Shea Browning).

Graduate School and Research Dean - search committee has been formed and will schedule their first meeting before the end of January (Chaired by Richard Starnes).

**Salary Update: Cory Causby**

When initial salary phase plan was envisioned, it was a five-step plan. As funding was available, we would move to the next step. It is however, an evolving process, and it may end up being many more phases or go a completely different direction. Visit the Salary Committee Intranet site for documentation.

It may be time to consider some merit-based adjustments. Enrollment growth is where we get funds to be able to offer merit-based adjustments; when we receive funds for growth enrollment, we can consider merit-based adjustments.

Effective November 1, 2015 Step 3 of the University’s strategic plan to address salaries was implemented. Specifically, the Step 3 adjustments took action to bring the salaries of all eligible University positions (permanent half time and above) to a minimum of 77.5% of their designated market rate. In addition, Step 3 provided a series of tiered adjustments designed to address salary compression. The tiered adjustments were distributed as follows:

- Salaries below 77.5% of market – Increase to 77.5 % or 1%, whichever is greater
- Salaries between 77.5%-87.4% of market – 1% adjustment
• Salaries between 87.5%-92.4% of market – ½% adjustment
Below is a summary of how the Step 3 adjustments were distributed to WCU faculty:
• 337 faculty received an increase in salary (compared to 252 in Step 2)
• 74.4% of eligible WCU faculty received a Step 3 adjustment
• The average increase was $1,149 (Step 2 average increase was $570)
• The average percent increase was 1.9% (Step 2 average percent increase was .67%)
• Percentage increases ranged from .50% - 16.6%
• After Step 3 Adjustments:
  o 39% of WCU faculty are within 10% of market
  o 63% of WCU faculty are within 15% of market
  o 79.5% of WCU faculty are within 20% of market
• Total amount spent on faculty Step 3 adjustments (including fringes) = $476,000
  (all funding sources)
• 68% of Step 3 funding ($321,715) allocated to faculty below 80% of market
A more detailed summary of the Step 3 adjustment process (to include a breakdown by college) will be posted to the Office of the Provost’s intranet site in the near future.

Adverse Weather Policy: Cory Causby

We have a new policy that is fairly self-explanatory. Condition Level 3 is reserved for disaster type of situations. Condition Level 2 means you do not come to campus unless you are a mandatory employee. A non-mandatory employee would need to account for their leave, or make up the time with supervisor approval. Please submit any questions to our HR department.

Kimmel School Name Change

Kimmel School of Construction Management and Technology faculty and administration are working through the internal process to change the school to the College of Engineering and Technology, with three units: Kimmel School of Construction Management, School of Engineering Technology and the RAPID Center. As is in alignment with CFPA, Business, etc. current department heads will become directors. There will be no change in programs, curriculum, salaries or position descriptions. The name change expands and enhances WCU's economic development opportunities for western North Carolina to attract businesses and manufacturers to the region. This change from a school to a college increases recognition of the engineering and technology degrees offered at WCU for current and potential students, alumni, as well as for faculty recruiting and retention.

Priority Registration Update: Lowell Davis

We have had opportunity to review some data. We will continue to review data and see if there are any changes that need to be made going forward. Students are registering on the first date (50%). We will continue to revise and work on the process as we move forward. We should see disability service numbers decline some.
The Task Force on Priority Registration will meet in the next few weeks to review the fall registration process and make recommendations to the provost, Provost Council and Faculty Senate.

**Post-tenure Review Process: Brandon Schwab**

We are working with the Collegial Review Council to craft materials that will work best for the campus and will be moving forward ASAP. Target deadline for DCRD updates is April 1st.

**General Education Council/Erin McNelis:**

The GEC was able to compile a final report intended for President Ross, and delivered to Interim President, Dr. Junius Gonzales, at the beginning of January 2016.

The report includes a summary of our work, findings regarding the pilots conducted by the council, some recommendations for the General Administration in support of assessment that can inform pedagogy and for campuses that support the sharing of assessment strategies and best practices. No changes in policy are recommended, and no recommendations from the GEC require development of policy beyond recommendations to GA to create opportunities for future collaboration.

**Faculty Assembly Report/Linda Comer:**

We meet on January 15th, and the report is posted for everyone to read. We had three panel discussions with opportunity for questions concerning the UNC system, K-12 education, Future of UNC system, and a closed session on Campuses and University. The conflict is between education as a private right vs. education as a public good?

Among all campuses, post-tenure review guidelines continues to be a concern.

**Staff Senate/Pamela Degraffenreid:**

- 1st luncheon with Board of Trustees was a success. We recommend to have this annually.
- Winter Retreat at Biltmore Park
  We discussed doing a bi-Annual survey, and begin supervisory mandatory training (focus on flex-time, banner, people admin, and 25live).
- Salary issues
  All state employees should have the same opportunities that other campuses have.
- Scholarship Funds
100 days, 100 names. We normally give three scholarships; we are trying to add a need-based scholarship to be able to offer four scholarships. We are hoping to have the funding needed to move forward with this.

- **Staff Awards**
  We are proposing some new staff awards in categories like leadership, community services, diversity, and an emerging new leader award. We hope to add these by next year.

- **Judy Dow scholarship**
  We are hoping to increase this.

- **Lighting on Campus**
  There has been a committee formed. They will review and suggest five areas that need improved lighting.

- **Employee Appreciation Day**
  We propose to add a new five year recognition in the awards program.

**SACSCOC update/Arthur Salido:**

All 96 standards and narratives have been submitted. All review/editing should be done by mid-February. We will have internal reviewers, external reviewers, and a visit from Cheryl Cardell.

  - **QEP Update/Tonya Westbrook:**
    We kicked off last fall. The QEP objectives we will focus on line up perfectly with the five institutional learning outcomes we have in place. We are in the process of developing what plans to implement.

**Faculty Athletics Representative/AJ Grube:**

We have completed the 2014-2015 Report and submitted it for UNC General Administration. We completed a review of Academic performance data (audit) for the NCAA and passed with flying colors. We were praised for the thoroughness of the report.

Hollye Moss was selected for Faculty Member of the year. We would like to look at the possibility of an elected selection committee for the future.

**Coulter Faculty Commons Brief on New Web Portal/Jonathan Wade:**

myWCU beta testing will begin next month. We are inviting faculty and staff to join in the testing process. MyCat will be replaced by May 28th, and this is a hard deadline. The goal is to have a single place with an aspirational goal for a single sign on.
Feedback is needed and IT wants to hear and respond to faculty needs.

SENATE COUNCIL REPORTS

Academic Policy and Review Council/Robert Crow:
Liberal Studies Changes are up for vote. Passed

Senate Chair Report/David McCord:
Elaborated on the implementation Advisory Board for the Proposed Center for the Study of Free Enterprise.

We will have an Overflow Meeting next Wednesday 3-4 pm.

MEETING RECESSED
## VOTE RECORD

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<tr>
<th>Senator</th>
<th>APRC 5: Liberal Studies Resolution</th>
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<td>Mary Kay Bauer</td>
<td>Aye</td>
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<td>Bob Beaudet</td>
<td>Aye</td>
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<td>Patricia Bricker</td>
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<td>Linda Comer</td>
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<td>Robert Crow</td>
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<td>David Dorondo</td>
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<td>Jeanne R. Dulworth</td>
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<td>AJ Grube</td>
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<td>David Henderson</td>
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<td>Ian Hewer</td>
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<td>Beth Huber</td>
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<td>Cheryl Johnston</td>
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<td>Leroy Kauffman</td>
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<td>Will Lehman</td>
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<td>Kae Livsey</td>
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<td>L. Alvin Malesky Jr</td>
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<td>David McCord</td>
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<td>Erin McNelis</td>
<td>Aye</td>
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<td>Niall Michelsen</td>
<td>Aye</td>
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<td>Malcolm (Mack) Powell</td>
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<td>Bill (William) Richmond</td>
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<td>Alex Sargsyan</td>
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<td>Liz Skene</td>
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<td>Katerina Spasovska</td>
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<td>Robert Steffen</td>
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<td>Zsolt Szabo</td>
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<td>Peter Tay</td>
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<td>Jamie Vaske</td>
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<td>John Whitmire</td>
<td>Aye</td>
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<tr>
<td>Weiguo (Bill) Yang</td>
<td>Aye</td>
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