

College of Arts & Sciences
Fall Meeting Minutes
August 15, 2012
Natural Sciences Auditorium

- Interim Dean Richard Starnes called the meeting to order at 1:03 pm.
- Opening remarks: Starnes introduces himself. He is honored and glad to serve as Interim Dean.
- Introducing New Faculty:
 - Forensic Anthropology: Nikki Jastremski
 - Biology: Darby Harris (WCU alumnus); Anjana Sharma moved from instructor to lecturer; Misty Coke, administrative assistant
 - Chemistry and Physics: Leslie Wilson (WCU alumnus); Bob Giles
 - Communications: Tamera Cole; John Ellerbach
 - English: Brad Reisinger, from adjunct to lecturer (WCU alumnus); Murat Yazan, from instructor to coordinator; Moira Bradford; Emily Darnell; Melanie Cattrell; Michael Boatright; Diane Martinez
 - History: Rob Ferguson (visiting)
 - Math and Computer Science: Cory Howk; Charlie Sheaffer
 - Modern Foreign Languages: Serena Herter (WCU alumnus and staff)
 - Political Science & Public Affairs: Na'ama Nagar; James Newman (visiting); Jay Gerlach (coming in Spring); Mike McDonald (visiting)
- Dean's Update:
 - Open-door policy: The following Wednesdays, 8:30-9:30 AM, are set aside for open office hours: 9/12, 10/10, 11/14, 12/12, 1/19, 2/13, 3/13, 4/10, 5/8 and 6/12.
 - I'm more interested in your ideas than in why you're upset. I won't likely make decisions while you are sitting there.
 - Budget: Slightly better than it could be. No reversions this year, and some tuition money is coming to Academic Affairs. For some departments, this will mean new positions or graduate assistantships.
 - Salary adjustments: Faculty salary needs are top priority for all the Deans. We were able to secure quite modest adjustments. 1.2% for everybody and 0.5% to allocate by equity and merit. Average instructional salary across campus is about \$74,000.
 - Program prioritization: This will be completed this year. A task force is to be assembled in September. A significant amount of departmental work will need to be done for this.
 - 2020 Strategic Plan: This also will entail some department work this year, although it should feed into the prioritization work.
 - Four College Initiatives:
 - Engagement Strategy: We do a great deal of engagement in this college, but too much is done on a one-off basis. I would like to provide stable avenues to foster engagement, like topical working groups, with some funding from the Dean's office. Todd Collins will lead a committee to identify themes.

- Interdisciplinary Collaboration: We do an abysmal job facilitating this here, and we can do better. I will ask the Dean's advisory board to look into this.
 - "Big Question" Series: Annete Debo will lead a committee to plan how we can focus college level programming around these. This is partly to build faculty morale, by refocusing on the kinds of ideas that brought us here, and it may build bridges to external constituencies.
 - Telling Our Story: Our College and its accomplishments have been under appreciated, upstaged by the program of the month. Betty Farmer will work with her class to develop a college communication strategy.
- Faculty Senate Report: (Vicki Szabo reports)
 - The Senate has 'done a piss-poor job of communicating with the faculty.' A long list of things accomplished this year by the Senate was presented, and the Senate website was explored. Concerns can be taken to your Senator or to the relevant Council Chair. The Senate has three major councils: 1) Academic Policy and Institutional Governance, chaired by David Hudson; 2) Collegial Review Council, chaired by Vicki Szabo; and 3) Faculty Affairs Council, chaired by Chris Cooper.
 - Faculty Caucus is on Friday, August 24th, 3:00-5:00 PM, at Illusions. The agenda for the Senate will be determined there.
 - Reminder to please vote for the faculty chair.
- Questions entertained:
 - Will anyone notice if we turn in the same prioritization material we turned in a year ago?
 - Good Question. Some of the work done then will be helpful. The criteria for this time are not fully determined yet. When that is done, we will be able to roll out a template.
 - Thank you for getting our minds on positive things beyond budget discussions.
 - Does the new provost know how we feel about prioritization and review processes, that we spend so much time and effort on them?
 - I think this time the provost and chancellor mean it, full stop. I understand your frustration and the demoralizing effect.
 - Do you have a timeline for the raises?
 - The budget must be finalized and back to GA by the last week of August. So this should happen quickly. Money will come in the September check retroactive to the first of July. Letters of notification will inform you of your new salary.
 - Does the fact that you are addressing merit as well as inversion and compression mean that there is enough to address inversion and compression?
 - No. Departments are in different situations. Some departments have large inversion issues, but some do not. I think it is

- important, given morale, to have some raise for many people, rather than pouring it all into fixing a few inversions.
- The total limit for any person's raise is 3%, including the 1.2%.
 - I work in a department that is expensive in both people and equipment. Should I be looking for a new job?
 - No. The chancellor knows that maintaining a strong science program comes with a price tag, and he is committed to having a strong program. And I am committed as Dean to maintaining the science equipment that our students and faculty need.
 - How has your perception of the university administration changed since becoming Dean?
 - I think Belcher means what he says, and has gotten some good perspective by talking with people on and off campus. He has also mentioned the importance of a strong Arts and Sciences College. There will be a learning period for all of us, as the university hasn't had a new Chancellor in 16 years. The level of openness we have seen with Belcher is promising.
 - You always mention research, teaching and service in that order. Is that how you see it?
 - I think I'm the only Dean on campus teaching. Teaching is the most important thing we do. You can come join my class.
 - Have you been given any guidance regarding the pending restructuring of the Graduate School office?
 - No. I think we will have a Dean of the Graduate School fairly soon. Graduate enrollment is down a bit. But I expect to see more emphasis on graduate education with the new Asheville location. I would like to help you recruit and put some college money behind that. We need to look very seriously at stipend amounts as well.
 - Is your consideration of assistantships limited to stipends, or does it include tuition relief as well?
 - There are some legal limitations on what tuition relief we can offer. I am all for innovative proposals. All we can be told is "no." It may be that we can endow some graduate scholarships as well.
- Meeting adjourned at 2:05 pm

Respectfully submitted,

David G. Henderson
Faculty Secretary to
the College of Arts & Sciences