

Faculty Senate

Minutes

9/28/2017 Regular Business Meeting 3:00-5:00 pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

Present: Alison Morrison-Shetlar, Arledge Armenaki, William Richmond, Brian Railsback, Catherine Carter, Charmion Rush, Cheryl Waters-Tormey, Damon Sink, Elizabeth Tait, Kae Livsey, Katerina Spasovska, Laura Wright, Mae Claxton, Malcolm Powell, Niall Michelsen, Ophir Sefiha, Patricia Bricker, Robert Crow, Robert Steffen, Rus Binkley, Saheed Aderinto, Sean Mulholland, Zsolt Szabo

Members with Proxies:

Jamie Vaske, Bill Yang, Amy Murphy-Nugen, Frank Lockwood, Liz Skene, Wes Stone

Members Absent:

APPROVAL OF THE MINUTES

Approval of the minutes for August 30, 2017 regular business meeting: *approved*

REPORTS

Chair's Report: Brian Railsback

Introduction of the Office of National and International Awards (ONIA)

ONIA stands for the Office of National and International Awards. The charge is to coordinate a network that would help us identify students who are on a trajectory for such awards as the Fulbright, Truman, etc. We need to urge students in their freshman and sophomore years in college to consider applying for these awards. The ONIA Faculty Network will overlook proposals and essays and help with mock interviews. There is also an external advisory council to offer a different perspective. Any interested in participating in ONIA's work can contact Brian Railsback. The Provost has been very supportive of this initiative and we have had two donors provide substantial resources thus far. We are excited to get this new endeavor for our students off the ground!

On October 24th, 2017, Greg Llace, the fellowships office director at Harvard University, will be on campus to conduct a workshop for faculty and students. This is ONIA's first program.

Faculty Senate Newsletter

The vision is to create something simple that would have major items of the Senate located in one place. The Chancellor asked how we know we are representing the faculty, and one way we can do that is to have a clearing house of information so people know what we are doing.

Question: Who will write it?

Response: This responsibility will fall to the Chair of Senate.

Suggestion: Maybe we could add a regular update to the already existing Academic Affairs Newsletter that goes out monthly.

The visibility of the Staff Senate Newsletter is a reminder of their presence on campus. It would be a nice reminder to have a Faculty Senate Newsletter as well.

Comment: I think this is a great idea; I find SharePoint difficult to use. It would be useful if people knew who was on each council and what information will be discussed at the next meeting. Faculty should have the opportunity to ask if there is a topic they want to discuss.

Brian would like for the newsletter to be sent out a week prior to the regular Faculty Senate business meetings, and he will use Campaign monitor as the tool. The first one will go out in November.

While Provost Morrison-Shetlar is supportive of the newsletter, the ownership and creation of it resides with the Faculty Senate Chair.

Provost Report: Alison Morrison-Shetlar

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

WCU Strategic Plan Refresh Update

The UNC system has updated its strategic plan. In alignment with the system plan and in consideration of our own evolving context, WCU is in process of refreshing our 2020 Strategic Plan. A task force began its work this summer. The highlights of the committee's work so far are:

1. The elimination of initiatives that have been achieved or are almost complete and now in implementation or the initiative is part of the standard operating procedure;
2. Streamlining initiatives with overlapping themes;
3. Revising wording of goals and initiatives to reflect current status and/or emphasize specific actions;
4. Revising wording of goals and initiatives to reflect UNC Strategic Plan, UNC Metrics, NC Promise, WCU DegreePlus, WCU Areas of Distinction, and WCU Catamount School;
5. Scheduling of town hall meetings to engage the community, alumni, faculty and staff at the Cullowhee and Biltmore Park locations throughout the fall;
6. A new strategic plan update website is now active and feedback can be submitted through that website, by clicking on "Input Form," for review by the committee: strategicplan.wcu.edu or by attending one of the four town hall meetings scheduled in September and October.
7. The timeline is for the committee to secure feedback on the revisions from constituents throughout the fall and submit the completed draft to Dr. Belcher in December 2017 for his review.

This is your opportunity to have input into the refresh and I ask every one of you to take time to complete the survey. We need to hear your voice in this important initiative.

Three people attended the 1st meeting, and four people attended the 2nd. We need to hear your voice and I am seeking out your support. There were more committee members present than attendees. We will look into adding a few more meetings so we can meet everyone's scheduling needs.

Diversity Initiatives Update

The Office of Diversity and Inclusion website is updated and reformatted for the Diversity Dialogues. Please see the dialogues at <http://www.wcu.edu/discover/diversity/diversity-dialogues/>. The LGBTQ working group is meeting and working on goals for the 2017-18 academic years. We are in the process of sending invitations to individuals to serve on the Council on Inclusive Excellence. The Council will assist in implementation of recommendations from the Joint Task Force on Racism and assist on furthering campus wide diversity and inclusion initiatives. The National Coalition Building Institute will be launching its initial campus wide workshops beginning in the spring semester 2018.

I will include a Diversity Initiative Update on every Provost report. Ricardo Nazario-Colon is working with thirty-three individuals that have trained with NCBI.

We have approved an assistant to support Ricardo, as suggested by the Joint Task Force on Racism.

December Commencement Update

Here we are at the beginning of the semester, and its already time to start thinking about the end of the semester! The decision has been made at the executive level to proceed with splitting into two ceremonies for December.

We will schedule the day similarly to Spring. On **Saturday, December 16, 2017**, we will have ceremonies at **10:00 AM** and **2:00 PM**. The breakdown is below.

Line-Up at 9:00am, Ceremony at 10:00am, Ramsey Center

Graduate, Honors and Undergraduate Students in the Colleges of:

- Arts and Sciences
- Education and Allied Professions
- Fine and Performing Arts

Line-Up at 1:00pm, Ceremony at 2:00pm, Ramsey Center

Graduate, Honors and Undergraduates Students in the Colleges of:

- Business
- Engineering and Technology
- Health and Human Sciences

Also, new this fall will be the full incorporation of the MarchingOrder software product into our ceremony. As you all know, Don Connelly will no longer be reading our graduates' names as they cross the stage. He will be deeply missed in this capacity, and we thank him for his many years of service to the university in this role. However, he's left some large shoes that must be filled! Last year, we successfully piloted MarchingOrder with the addition of on-screen graduate names to our live graduate

ceremony stream. The same technology will be used moving forward to read our graduating students' names! The same QR code printed on the student's name card that produced the on-screen name will now also trigger a recording of the student's name as he or she crosses the stage.

We've received many questions regarding this program, and I'd like to take a moment to preemptively answer some of those questions. The names will be recorded by a voiceover professional. Students will have the opportunity to record their preferred name pronunciation and provide it to MarchingOrder's voiceover talent well ahead of the ceremony to ensure names are read correctly as students cross the stage. For several of you, the use of this software does tighten some of our deadlines and reduces some of the flexibility we've had in the past. We will no longer be able to make a fully personalized card for students on the day of commencement. Students who apply for graduation past the application deadline risk not having the audio of their name play. Given the production times for our sound files, we will simply not be able to add late students as easily as we have in the past.

I have confidence in this product and know that, with our continued growth, this is the best route to take for WCU. Please let me know if you have questions. I look forward to working with you all to make these our best commencement ceremonies yet!

Please contact Dr. Lowell Davis with any questions you may have regarding commencement.

ABET Accreditation for Computer Science

The B.S. Computer Science program recently earned accreditation by the Computing Accreditation Commission of ABET. ABET accreditation is recognition that a collegiate program has met standards essential to produce graduates ready to enter the critical fields of applied science, computing, engineering, and engineering technology. This is the first time the program sought accreditation, which was awarded with zero deficiencies or recommendations. Fantastic! Other WCU ABET accredited programs include Electrical and Computer Engineering Technology, B.S.; Electrical Engineering, B.S.E.E.; and Engineering Technology, Applied Systems Technology Concentration, B.S.

Recent External Grant Awards

Pat Morse, Social Work.

Title: 2017 BHWET Competition

\$1.9m, 4 year grant from Health Resources and Services Administration (HRSA)

The Council on Social Work Education-accredited MSW program at WCU, in collaboration with the Eastern Band of Cherokee Indians (EBCI), the Center for Native Health, and providers across Southern Appalachia, will recruit and train MSW students to work in team-based integrated care settings to expand the behavioral health workforce serving the EBCI and Medically Underserved Communities (MUCs) in rural, Western North Carolina. The project will increase field placements in MUCs and provide culturally and linguistically responsive evidence-based, interprofessional, prevention and intervention education and training to Masters Level students in Social Work, Substance Abuse Counseling, Nursing and other health professions and to faculty and field instructors who serve the target population.

Pat Gardner, the Rapid Center

Title: Accelerating Economic Growth through Commercialization in Western North Carolina

\$590,000, 5 year grant from the Economic Development Administration (EDA)

WCU received a competitive renewal of its EDA University Center (UC) grant. Over the last five years, in partnership with the WCU College of Engineering and Technology, the College of Business, and the Small Business and Technology and Development Center (SBTDC), the WCU UC has serviced over 500 clients, ranging from inventors to small-business start-ups to major manufacturers in the western North Carolina region. The WCU UC facilitates the commercialization of new products or the implementation of new manufacturing processes through a comprehensive suite of engineering and business counseling services including a full suite of industry-class prototyping equipment (such as 3-D plastic and metal printers), experienced design engineers, and industry-seasoned business counselors. The Rapid Center works in partnership with the College of Engineering and the College of Business to develop highly skilled, innovative engineering and business professionals for the region through open-ended, industry-sponsored student and faculty projects.

A recent addition to this list is David Westling, receiving a \$1,250,000, 5 year grant supporting our University Participant (UP) Program.

Community Economic Engagement and Innovation Update

Dr. Arthur Salido has been working with faculty to find funding to perform an industry analysis of the natural products industry in WNC and has been working primarily with the College of Engineering and Technology to develop a LEAD Outdoor Gear Design conference. Arthur is also engaged in conversation with the Rural Center and Brushy Fork Institute at Berea, Kentucky to develop a leadership institute for rural leaders. In addition, Arthur is:

- Promoting WCU resources like our Millennial Initiative, NC Promise, the new science building, DegreePlus, Homebase, and the Rapid Center;
- Working with economic developers and regional leaders to find ways that WCU can be involved in catalyzing home-grown entrepreneurial activity and new business recruitment;
- Connecting WCU with regional charities, ministries, and service organizations

I will include a Community and Economic Engagement and Innovation Update on every Provost report.

NC Promise Update

NC Promise was fully funded at \$51 million for the three participating campuses - WCU, UNCP, and ECSU - in the 2017-19 state biennial budget. This funding will ensure that WCU is made financially whole during the implementation of NC Promise. We are grateful to the NC General Assembly for their commitment to fully fund this program.

WCU's external relations staff, with strong support from the Chancellor's office and Administration and Finance, will continue to work with the legislature on issues such as summer funding, inflationary tuition increases, and enrollment growth expectations.

In addition, preliminary awareness campaigns about NC Promise are underway, including a digital marketing campaign and a new website, ncpromise.org. At WCU, these efforts are being led by University Marketing.

We are not reducing the amount of money coming into campus. We will be fully funded for NC Promise. There are primarily some staff members that have expressed concerns. Help support and make sure people are getting their questions answered correctly. This is really a great opportunity for the state to invest in our community.

Comment: They may be confused regarding summer.

Response: We have not received funding for summer, but we are working hard to make it competitive.

The full Provost Report is available on SharePoint.

Faculty Assembly Report: Vicki Szabo

Faculty Elections

The faculty assembly report was available on SharePoint prior to the meeting. Assembly is looking for a push of faculty representation on the Board of Trustees and this continues to be an ongoing conversation.

Representative Mark Brody came in and spoke about retirement health care. Faculty hired after 2021 will not be eligible for retirement benefits. We will keep you posted on the status of this as we receive more information.

Question: Was there a health insurance negotiation discussion?

Response: They did not discuss it due to lack of time. We will follow up on this. NC Promise schools will meet and we will have lunch and we can address the questions people are discussing.

There have been questions about what input we have as faculty. I give a two minute report and attend. Chancellors do have the discretion to add non-voting members to the Board of Trustees.

Student Government Association: Katherine Spalding

Faculty Senate participation in Homecoming Parade

Katherine Spalding was not present, so Brian Railsback shared that he would like to see Faculty Senate participation in Homecoming Parade on October 27th. We would like a half a dozen representatives from each body, staff senate, faculty senate, and SGA, marching together at the homecoming parade.

Staff Senate Chair: Mandy Dockendorf

The parade is on Friday, October the 27th at 5 pm in downtown Sylva. We will have a tailgate spot on homecoming if any senate members would like to join. We hope to have ornaments for Mountain Heritage Day. The proceeds go out to scholarships for students.

COUNCIL and COMMITTEE REPORTS

APRC Report: Kae Livsey

Kae Livsey was not present; Cheryl Waters-Tormey spoke.

SGA Resolution

Regarding academic integrity, we have created a draft letter that acknowledges the concerns and we would like it shared with the faculty for feedback. This letter is a way to be supportive and respectful of the concerns, but from our point of view, this is part of a larger conversation. The idea is to get feedback, senate agreement, and then send out the letter. There is discussion of a task force that may be in place to discuss software, and process, etc. We do not seek a vote or feedback at this time. Please send any input to Kae Livsey and we will bring it for a vote at the next meeting.

Comment: The whole issue is being entered into the revision of the University Strategic Plan.

Program Review Assessment Committee

This committee was stimulated by the SACSCOC review. It is now time to populate the task force. The main purpose of the taskforce is to give feedback to programs about the assessment(s) they are currently doing. We have a list of who should be on this taskforce. Steve Wallace and Brian Railsback can find people, or we can nominate. Please send nomination information to Brian Railsback by next Friday, October 6th.

Steve Wallace shared that there is an assessment meeting coming up during fall break that he would recommend members attend.

GPA Resolution: *for vote*

Resolution brought on screen. No discussion. Vote Proceeded. Passed.

CRC Report: Mae Claxton

Non Tenure Track Faculty Update

We are currently reviewing history back to 2007, as the report we received didn't address a few questions about our hiring policies. For our next meeting we are inviting team members who served on the prior task force to answer questions, so we can ensure we have the correct information on how to go forward with the current information. If anyone has experience with models that have worked well, we would like to hear about it in our council.

FAC Report: Mack Powell

Non tenured track task force recommendations are the current topic and will result in several resolutions. We are at different stages, such as gathering information, and we will have more details in the future.

There will be an advising resolution coming after we meet with Travis Bullock. There are a lot of questions to try and glean more information off of this. We are working on a plan to tackle this.

Comment- when it comes to hiring non-tenure track faculty, is there a say so about the Dean? Brian Railsback shared that there will be a review of the regular evaluation process. Tim Metz shared that we haven't looked at the platform since 2009. We might could do Blackboard integration which could be helpful, and discuss policy involving timing of evaluations especially in summer sessions as this

has been very difficult to manage. We could improve some efficiency.

NEW BUSINESS

Faculty Senate Resolution to Support Financially Distressed Students (vote)

Resolution brought on screen. No discussion. Vote Proceeded. Passed.

Follow-up Discussion: Salary Pool for competitive faculty searches

Comment: The message is being sent to start looking.

Comment: I wonder if something can be done in the case if you are the Department Head and you are fighting to get a candidate...can something be done?

Comment: What are the margins that you have the flexibility to offer/provide time within a department? We need to think outside of the box.

Comment: Maybe stipends is a solution? NC State, Charlotte gave a 15% increase, summer intern, equipment, and start-up package. We cannot get people in here with that competitiveness there. There are three things we could do outside of salary, but there are no resources for startup packages, equipment, or internships.

Comment: Having the right resources in faculty searches to generate pools of people who will want to come here is essential. We can't be competitive salary wise, but we need to find those people and need the resources in the search to do so. We have to find the people that want to move to the mountains.

Comment: In certain disciplines there are fewer candidates than there are in certain fields. Finding even one person in that pool is tough.

Comment: There may be people interested, but we need the right marketing.

Comment: If Deans were given a pool of money to hire and then could counter at their discretion.

Comment: One-time money is the best way. It would be hard for Deans' to have reoccurring money.

Comment: I'm concerned that we are trying to narrow this down to a salary amount. There are differences among disciplines. It would not be good for moral. We have so many other issues going on like diversity. I am unwilling to support a general pool that is voted on behind closed doors. There are a lot of things about your household budget in regards to worth. It's not just salary. If the Senate talks about it, I want it to be a transparent process.

Comment: There should be a task force to collect data. Does WCU have more turn over? What's our compensation when we look at health, etc...? Not just focus on salary.

Brian will gather the ideas and see if there are any we want to support.

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

MEETING ADJOURNED

Voting Record (SGA) Resolution regarding GPA

| | |
|-------------------------|-----|
| Amy Murphy-Nugen | yes |
| Arledge Armenaki | |
| Bill (William) Richmond | Yes |
| Brian Railsback | Yes |
| Carol MacKusick | |
| Catherine Carter | yes |
| Charmion Rush | no |
| Cheryl Waters-Tormey | yes |
| Damon Sink | yes |
| Dan Clapper | |
| Elizabeth Tait | yes |
| Frank Lockwood | yes |
| Jamie Vaske | yes |
| Kae Livsey | yes |
| Katerina Spasovska | yes |
| Laura Wright | yes |
| Liz Skene | Yes |
| Mae Claxton | Yes |
| Malcolm (Mack) Powell | Yes |
| 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 | |
| Wes Stone | yes |
| Zsolt Szabo | yes |

Voting Record

Resolution to Support HomeBase

| | |
|-------------------------|-----|
| Amy Murphy-Nugen | yes |
| Arledge Armenaki | |
| 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 | yes |
| Kae Livsey | yes |
| Katerina Spasovska | yes |
| Laura Wright | yes |
| Liz Skene | yes |
| Mae Claxton | yes |
| Malcolm (Mack) Powell | yes |
| 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 | |
| Wes Stone | yes |
| Zsolt Szabo | yes |