

Faculty Senate

Minutes

01/15/2020 Regular Business Meeting 3:00-5:00 pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

Present: Saheed Aderinto, Indi Bose, Michael Boatright, Kristin Calvert, Todd Collins, Heather Mae Erickson, Enrique Gomez, Yancey Gulley, Sudhir Kaul, Will Lehman, Rebecca Lasher, Niall Michelsen, Sharon Metcalfe, Amy Murphy-Nugen, Sean Mulholland, Kadie Otto, Ethan Schilling, Ken Sanney, Roya Scales, Ophir Sefiha, Elizabeth Tait, Cheryl Waters-Tormey, Kelli Brown, Richard Starnes

Members with Proxies: Jeremy Jones, Damon Sink, Martin Tanaka, Laura Wright

Members Absent: Matthew Rave, Charmion Rush, Ashlee Wasmund

APPROVAL OF MINUTES

Approval of Regular Business Meeting Minutes from October 23, 2019

Minutes brought on screen. Vote proceeded. Passed.

Approval of Regular Business Meeting Minutes from November 13, 2019

Minutes brought on screen. Vote proceeded. Passed.

REPORTS

Chair's Report: Enrique Gomez

Heather Mae Erickson and Yancey Gulley were selected to serve on the **Chancellors Installment Committee** as Faculty Senate representatives.

WCU will move the communication platform from Campaign Monitor to **CerKL** to allow faculty and staff to receive new communications on a particular day of the week. Inside WCU will be how this is pushed out. Faculty Senate has an affiliated blog that is meant to report on activities of the senate. The blog RSS feed is directly linked to the faculty news feed within Inside WCU.

A **Board of Trustees** presentation was made on December 6th. Enrique changed the format from two-pager to an eight-minute video using Ponopto. The content is the same, but Enrique wanted to demonstrate the technology that our students are using and wanted to highlight the changing landscape of communications at WCU.

The **I LOVE WCU** campaign is coming up next month. Faculty Senate is working with Staff Senate, Advancement, and The Center for Community Engagement and Service Learning.

On December 20th, Larry Hammer alerted faculty that there were software issues that resulted in students not receiving **early grade notifications**.

Enrique is meeting with chairs of the UNC System next week. One issue is the system wide response to the Board of Governors decision about **Silent Sam**. Does anything need to be done? Send over any thoughts on this to Enrique.

Chancellor's Report: Kelli R. Brown

Budget

In late fall, the General Assembly adjourned after it was unable to reach agreement with Governor Cooper on a budget for North Carolina. State agencies, including Western Carolina University and the University of North Carolina System, would operate on their continuing budgets from the prior fiscal year. The General Assembly reconvened earlier this week to address the ongoing impasse. Yesterday, Senator Berger announced that the N.C. Senate does not have the necessary votes to override Governor Cooper's veto of the full state budget. Thus, we remain in a budget stalemate for the time being, and indications are that the General Assembly will not return to Raleigh until late April.

Without a state budget, Chancellor Brown will continue to work with the UNC System and campus leadership to define a path forward. The Chancellor's Executive Council is working to identify the implications of this impasse, including capital projects most affected in the short term. However, Chancellor Brown's greatest concerns remain the impact this budget impasse has on faculty and staff salaries and our ability to provide a quality education to our students during a period in which we were expected to continue to grow enrollment. Chancellor Brown shared that she is incredibly frustrated with this situation, and assures us that our campus leadership and the leadership of the UNC System is doing all it can to mitigate the impact of this standstill on our faculty, staff, and students.

Legislative Update

With the impasse, we are examining capital projects and how we can continue to make progress during this time. The Steam Plan and Apodaca Building may experience delays.

The Provost will be examining our commitment to matching grants for external funding and the impact on course scheduling and class sizes.

Mike Byers has been asked to assess our budget process, to see if we need to rethink the timeline under the circumstances.

Melissa Wargo and Richard Starnes, co-chairs of the installation steering committee, will examine the impact on the Chancellor's Installation. The event celebration should be a celebration of Western Carolina University and its contributions to the region and state. Chancellor Brown is evaluating the need to do much beyond the actual, ceremonial swearing-in and address in a time of budget uncertainty.

Chancellor Brown's top priority is to continue advocating for meaningful raises and she is very appreciative of the efforts by the UNC Faculty Assembly to help us in getting that message out there.

2020 is also an important election year and we can expect a lot of campaigning to get underway, both the primaries this spring and for the general elections later this fall. One important change in NC that will affect the primaries, is the injunction that is in effect for Voter ID. For the primaries, we have been advised by the State Board of Elections that a photo ID will NOT be required to vote. We will be communicating that message to students, faculty, and staff. As a reminder, if we choose to get involved in campaigning or support of a candidate, we must do that on our own time and resources. We cannot use state resources in support of that personal activity and that includes use of our WCU email and our time while at work.

Welcome Tour

Chancellor Brown has passed the 6-month mark of her time at WCU, and has now completed the Chancellor's Welcome Tour, which began back in July. This tour provided Chancellor Brown with a great opportunity to get out across the region and the state and to meet with alumni, friends, elected officials and educational partners.

The last three stops on the tour just over the last few days were in Florida, with visits to Palm Beach, Orlando, and Tampa. These events, as well as other listening opportunities she has had on campus with deans, faculty, and staff, have been important as Chancellor Brown continues to craft her vision for Western Carolina University during her time as chancellor.

Chancellor Brown will share more of her vision as part of Installation activities, scheduled for late March, with the formal installation ceremony set for March 27. A save the date has gone out to campus, but please mark your calendars for that week. The installation is an opportunity to celebrate this institution, and the impact we have on our students, their communities, and the state.

Look for more about installation activities in the near future; the Installation Steering Committee, which has several faculty representatives, will be finalizing a slate of events in the next several weeks.

Leadership Vacancies

The 15-member committee that is conducting a search for our next **Director of Athletics** held its first meeting last Monday. At that meeting, Chancellor Brown presented the committee with its official charge, and asked the group to work quickly and collaboratively toward a goal of having our next AD named by the end of February. Ivy Gibson, Associate General Counsel, is serving as chair of the committee, which is being assisted in its work by Todd Turner and his North Carolina-based executive search firm Collegiate Sports Associates. In the meantime, Mike Byers, Vice Chancellor for

Administration and Finance, is continuing to provide leadership to the Department of Athletics until the position is filled.

The search for our next **Vice Chancellor for Advancement** is well underway. Angelique Grant, senior consultant and certified diversity recruiter with Aspen Leadership Group, was on campus just before the holiday break to meet with a variety of campus stakeholders. The position is now posted, and the committee, which is chaired by Chief Information Officer Craig Fowler, will soon be reviewing materials and selecting candidates for interviews. Chancellor Brown thanked Jamie Raynor, Assistant Vice Chancellor for Development and Alumni Engagement at WCU, for her service as interim leader of WCU's Division of Advancement while the search is underway.

The search is beginning to get underway for the next **Provost**. Chancellor Brown has solicited the names of potential search committee members from the academic deans and is working with the Division of Academic Affairs to get that committee finalized and appointed. A search firm for the Provost position has not yet been selected, but that should also be finalized very soon. In the meantime, Richard Starnes, Dean of the College of Arts and Sciences, continues to serve as Interim Provost and Chancellor Brown shared that she is tremendously appreciative of him and his work.

Chancellor Brown took a moment to once again congratulate former Provost Alison Morrison-Shetlar, who was announced in November as the next President for the University of Lynchburg in Virginia.

December Commencement

In December, Chancellor Brown presided over her first commencement exercises in her role as Chancellor of Western Carolina University. At those twin ceremonies, we acknowledged the accomplishments of about 800 students who completed their degree requirements during the 2019 fall semester and another 220 or so who wrapped up their academic work during summer school. There is no day that is more special and important for a university community than commencement day.

Chancellor Brown is looking forward to sharing these special moments, as well as presentation of an honorary doctorate, with an even larger graduating class at our spring commencement exercises in May. The honorary doctorate will be announced soon.

Building Projects Around Campus

The **main campus entrance sign** is making great progress and, as a reminder, the plants and trees that have been removed as part of the project will be replaced with native plants that will help mitigate impact on Cullowhee creek.

A few **IT projects** that have caused road and lane closures on University Drive near the Bardo and CAT buildings will wrap up very soon.

The **curtain wall replacement** at Ramsey will get underway soon, replacing the leaking and outdated glass covering the building.

Apodaca Hall is on schedule and the work has now primarily moved inside with interior framing.

The demolition of **Scott and Walker** is still on track to begin late May with hazardous material abatement inside the buildings.

The archaeological work at **Norton** is ongoing with the hope that we can make that space available for demo materials and perhaps additional intramural space in the future.

Bids on the **parking deck** were received before the holidays and we are currently seeking to award the project. Physical construction may not begin until after graduation in May.

The **new video board** in Ramsey went up last week and is a great addition to the game experience there.

Spring Enrollment

We are on track to have more than 11,000 students enrolled this semester. Traditionally, enrollment in the spring runs slightly lower than in the fall.

Fall to spring retention is also on pace to be equivalent to last year and we anticipate that to remain steady until next Fall. That is quite an accomplishment, one that is attributable to our talented faculty and staff.

Question: What are the pros and cons of putting off the budget process?

Response: We are still talking about this in Executive Council. We begin talking about 21-22 budget now, and President Roper needs to realize that. We are going over a budget process where folks think about new faculty and staff, and equipment, when we aren't even sure what's going to come out of this. We are still looking at this. This is the innerworkings we do now for the future. It may be different at other universities so I wanted him to understand.

Interim Provost Starnes said it is a heavy lift. We would essentially be making priorities out of resources that don't exist. We won't have a budget this fiscal year and perhaps not next fiscal year, so do we keep doing this? Is it meaningless? This is a reality we have to consider – this takes a lot of time. It can also be controversial, confrontational, etc....with no end game.

Question: If this drags on is there a point in time where we shut down?

Response: Chief of Staff Melissa Wargo shared that NC has an ongoing, continuing resolution. As long as we don't have a new budget, we are stuck in time. We would just continue to operate as if it were July 2018.

Question: What happens to the incoming class?

Response: We may have to think about limiting enrollment, and what does that mean for us? We are making decisions right now for our fall class – we don't want to admit more than we can handle due to the budget. We have to look closely at this.

Question: Does that penalize us?

Response: We cannot continue to grow with the 2018 budget, my guess is there are a number of folks that are going to be looking at this.

Melissa Wargo shared that we used to be funded based on projected enrollment, but now we are funded in arrears. The limiting or reducing is simply to put the brakes on the rate of growth.

Comment: The numbers are from 2017-18, and now a lag of three years. We are hit very hard because we are one of the 4 highest growth institutions in the system. This puts a lot of strain on classes, resources, etc.

Further discussion proceeded.

Provost's Report: Richard Starnes

Standing Committee on Faculty Salaries

I am working with the Chair of the Faculty Senate to form a standing committee on faculty salaries. The committee will begin work this spring. The first item of business will be to provide the Chancellor with advice on allocating funds to address faculty salary compression and inversion as outlined in previous statement and in the open forum last fall. The Charge and proposed membership makeup are below.

Charge:

Advise the Chancellor on matters pertaining to faculty salaries, including:

- Establishing targets for faculty salaries based on market rate analysis
- Identify compression, inversion, and equity issues and develop strategies to address these over time
- Developing an overall faculty salary strategy with benchmarks to track progress over time

Membership:

Provost and Faculty Senate Chair – Co-chairs

Four Tenured or Tenure Track faculty members appointed by the Faculty Senate (not required to be Senators) and three appointed by the Provost, with one representative from each academic College and Hunter Library. The term of service will be three years with initial appointments staggered with 2 each appointed for one, two, and three years.

One Non-Tenure Track faculty member appointed by the Provost

Associate Vice Chancellor for Human Resources

Lecturer conversion to instructor

This process is underway and will be effective beginning with the January 2020 pay period. Human Resources will be communicating with the effected faculty members.

Search Updates

- Executive Director for Educational Outreach
The search committee for the Executive Director for Educational Outreach will continue their work into the beginning of spring semester. The search committee membership is as follows:

- Kevan Frazier, Executive Director, Biltmore Park Instructional Site (Chair)
 - Bryant Barnett, Executive Director, Residential Living
 - Eli Collins-Brown, Director, Coulter Faculty Commons
 - Jen Phillips, Business Officer, Educational Outreach
 - Catherina Nickel, Student Services Specialist, Educational Outreach
 - Kim Winter, Dean, College of Education and Allied Professions
 - Phyllis Robertson, Department of Human Services, College of Education and Allied Professions
- Dean for the College of Health and Human Sciences
 The search committee for the Dean of the College of Health and Human Sciences will continue their search into the spring semester, with the goal of having a new dean in place by July 1, 2020. The search committee membership is as follows:
 - Lowell K. Davis, Associate Vice Chancellor for Student Success (Chair)
 - Dana Boyer, Business Officer, Office of the Dean of the College of Health & Human Sciences
 - Turner Goins, Distinguished Professor, Social Work
 - Jessica Graning, Assistant Professor and Director of Clinical Education, Physical Therapy
 - Kim Hall, Assistant Professor, School of Health Sciences
 - Ian Hower, Assistant Professor, School of Nursing
 - David Hudson, Distinguished Professor and Department Chair, Physical Therapy
 - Leigh Odom, Associate Professor, Communication Sciences & Disorders
 - Sharon Metcalfe, Associate Professor, RN to BSN Program
 - Lucretia Stargell, Vice President of Business Development, Harris Hospitals
 - Vicki L. Bradley, Secretary, Public Health & Human Services, Eastern Band of Cherokee Indians
 - Kourtney Conner, 2019 Alumna MSW, Social Work
 - Zach Demeester, Current student, Doctor of Physical Therapy
- Dean for the College of Business
 The development of the search committee for the new dean of the College of Business is in process, with a chair to be named shortly. More information regarding the timeline for the search will be communicated in the near future.
- Director for International Programs and Services
 Lori Oxford, Associate Professor for World Languages in the College of Arts and Sciences, has agreed to chair the search for the Director of International Programs and Services. Details regarding the timeline for the search and campus visits will be forthcoming. The search committee membership is as follows:
 - Lori Oxford, Associate Professor, Department of World Languages, College of Arts and Sciences
 - Callie Schultz, Assistant Professor, Department of Human Services, College of Education and Allied Professions
 - Farzaneh Razzaghi, Dean, Hunter Library
 - Ingrid Bego, Associate Professor, Department of Political Science and Public Affairs, College of Arts and Sciences
 - Jen Phillips, Business Officer, Educational Outreach
 - Kaitlin Ritchie, Associate Director for International Programs, International Programs and Services

- Scott Rader, Associate Professor, School of Entrepreneurship, Hospitality and Tourism, Marketing, and Sport Management, College of Business
- Sur Ah Hahn, Assistant Professor, Department of Social Work, College of Health and Human Services
- Yanjun Yan, Associate Professor, Kimmel School of Engineering and Technology, College of Engineering and Technology
- Zsolt Szabo, Assistant Professor, School of Music, Belcher College of Fine and Performing Arts
- Brandon Schwab, Associate Provost for Academic Affairs, Office of the Provost
- Trisha Ray, Human Resource Consultant, Office of Human Resources
- Melanie Robbins, Academic Coordinator/Instructor, Intensive English Program

The full Provost Report is available on SharePoint.

Staff Senate Chair: Alison Joseph

Report was submitted and posted on SharePoint and is listed as follows.

Staff Senate held our annual **December Retreat** before the holidays. In that retreat we worked on establishing our major initiatives for the 2020-21 academic year, and finalizing how we will finish accomplishing the initiatives established this year. Our Chair-Elect, Ben Pendry, will solidify and present his planned initiatives for the next academic year this spring.

As I've previously mentioned, one of our initiatives this year is **Employee Orientation and Onboarding**. We have developed drafts of departmental orientation check-lists, both for pre-hire, and for first day and week. These are aimed at the supervisors and hiring departments, to help them prepare for the arrival of a new employee. These will be recommendations, not mandatory, of course. We're working with HR to determine how we can provide this resource to hiring managers during the hiring process. The same group is also evaluating WCU training for systems, software, procedures, and common skills, and has developed a draft of a survey to send to staff across campus in the spring. We hope to solicit information about what types of training are needed, preferences about how that training will be delivered, and barriers to participation. Once the information is collected, we are preparing a concerted effort to address those campus needs in the coming academic year, through advocacy for increased training resources, and standardized or centralization of those resources.

In terms of **volunteer engagement**, Senate set a goal in July of generating 450 volunteer hours this academic year. I am pleased to report that we have already exceed this goal, and are likely to top 650 hours by the time the year concludes. As I mention each time, the Senate has many volunteer opportunities scheduled and ready to sign up for. To view these, go to our website, and click "Get Involved". These are open to all employees and even their friends and family members. We have also been working with Advancement, the Center for Community Engagement and Service Learning, and Faculty Senate to help promote I LOVE WCU month, and the ability for employees to contribute volunteer hours this year. We applaud the efforts of those groups, and the expanded opportunities for contribution to that campaign.

In conclusion, I wanted to remind the group about an upcoming event – the annual spring fundraiser hosted by the UClub. This year the theme is **Purple Carpet Gala**, so it's a great opportunity to get

dressed up and come support the UClub and Staff Senate Scholarship. The event will take place at the Paper Mill Lounge, and tickets will include dinner and a complimentary drink. Tickets are \$35 and all those funds are going directly to the scholarship, thanks to the generosity of the Paper Mill, who is providing a really significant donation of space, food, and drinks for this event. Tickets are available to purchase, and they are going fast! To purchase a ticket please contact Lynley Hardie or Lisen Roberts (both in College of Education).

Faculty Assembly Report: Rebecca Lasher

Assembly discussed the following items at the November 30, 2019 meeting:

Chair's Report

The Presidential Search Committee is finishing up their listening sessions by the end of November. On 12/4 they will meet to discuss the job description. The Faculty Assembly (FA) will continue to express our desire to be involved as much as possible. We will have an opportunity to provide input on the draft job description.

We are also having good conversations with new BOG Chair Randy Ramsey. He is amiable and wants to work with the Faculty Assembly. The changes at the BOG continues as Harry Smith has resigned from the BOG effective 11/22/19. Dwight Stone is a new member of the BOG, Kellie Blue is the new Chair of P&T and Carolyn Coward is the new Chair of the Strategic Initiatives committee. One topic brought up at the BOG meeting was regarding faculty who are not being productive - what are we doing about that? Another concern raised was to ensure our curriculum is relevant and meeting the needs of industry.

Op Ed Editorial Topics

This was a brainstorming session with the full delegation. The impact UNC institutions and higher education has on the economy should be a priority. An ROI study for UNCC was conducted for fiscal year 2012-2013. The study found that for every dollar spent the UNCC community receives \$12. More specifically there was a, "14.8 percent average return on investment for taxpayers, yielding a 5.4 percent benefit-cost ratio – \$5.40 returned to the region for every dollar spent.... For every dollar that UNC Charlotte students spend on their education, they can expect a return of \$3.10." (UNCC website)

Salary pay increases over the years should also be discussed. One potential avenue would be to introduce the lowest salaries paid to many of the instructors teaching that are teaching the majority of courses. The Governance committee has put together an advocacy agenda with Drew Moretz. One caution is to be careful to not align ourselves against the Governor's Veto itself since there are many other issues to consider beyond faculty salaries.

Another idea is to create a shared letter written and endorsed by the senate chairs. One common letter for legislators (longer) and one for the press (shorter). It might also be a good idea to look at what the k-12 teachers are doing. Would it be prudent to try and do several things (related to advocacy) all in one day? What mediums do we want to use? Op ed, tv, social media, etc? We have to be strategic about what we do. Delegates volunteered to help write the Op Ed along with the FA Executive Committee.

Presentation from Siobhan Norris, U.S. Army Veteran Program Manager

Her office helps oversee policies and partnership. Siobhan is former military and a 2016 graduate from UNC Wilmington. Military students want higher education. Over half of the members of the military who completed a recent survey indicated they want to pursue higher education. They are a highly diverse group. Military vets make \$17k more per year more with a college diploma. They can help fill job gaps.

The Military and Veteran Education group is missing faculty representation at the UNC System level. They oversee Green Zone training which educates about the value military students bring to campus. Students are doing very well at non-profit and public schools but only have 20% graduation rate at the for-profit institutions. Her group has six priorities:

- 1) Increase military student enrollment
- 2) Improve retention, graduate, and employment success rate
- 3) Grow strategic partnerships
- 4) Academic credit for military education
- 5) Flexibly pathways and programs (older, working, long commutes)
- 6) Military supportive policies

Presentation from Andrew Kelley, Senior Vice President for Strategic Planning

Discussion of the long-range look where NC is headed and long- term look and trends in enrollment over 10 years. There are implications that need to be discussed.

The projected labor market provides projections for the job demand of our graduates. Multiple sources indicate an even higher demand for the credentials that UNC System institutions produce. Up to 2026, jobs requiring a bachelor's degree will increase by 11.5% and master's degree by 12.4%. Jobs requiring only a high school diploma will increase by 7.1% and a two-year degree by 9.5%.

The full Assembly report is available on SharePoint.

COUNCIL and COMMITTEE REPORTS

CRC Report: Elizabeth Tait

The CRC has not met yet this semester; they will meet at the end of the month.

APRC Report: Ken Sanney

The APRC has not met yet this semester; the meeting is scheduled for January 29 where they will be taking up curriculum items.

FAC Report: Amy Murphy-Nugen

The FAC has not met in person, but did talk over email regarding the Diversity Statement resolution. The council is overwhelmingly in support of this resolution that will be brought forward later in the meeting.

The SAI workgroup is regularly meeting, and looking at revising our current student assessment instrument based off the assessment last year. We hope to have some form of document for your feedback soon.

The FAC agenda is to be sure we are upholding equity, diversity, and inclusion. Reminder of Martin Luther King Celebration – the unity march is on Monday from 11-1 at the Catafount.

Rules Committee: Kadie Otto

The Rules Committee will meet by the end of the month and will come to a decision regarding deans appointment of faculty to committees.

EXTERNAL REPORTS

Brian Kloeppe and Alison Krauss – Office of Research Administration

Two new staff members have been brought in, so the Office of Research Administration is now fully staffed. Welcome to Jaime Carson and Morgan Burnet.

Services Offered

- Pre-Award
 - Identify funding opportunities
 - Obtain sample proposals
 - Provide editorial assistance with grant proposal narratives
 - Offer professional development opportunities related to grantsmanship
 - Identify potential collaborators
 - Manage internal grant opportunities
 - Provide checklists and proposal templates
 - Assist with budget and budget justification development
 - Provide the authorized institutional signature for submissions to external sponsors
 - Negotiates terms and conditions of all externally funded agreements
- Post Award
 - Perform accounting and financial reporting for awarded grants and contracts
 - Provide technical support regarding program financial management
 - Serve as a liaison to WCU support units (e.g., human resources, controllers office)
 - Helps interpret university and agency guidelines

- Produce and maintain spreadsheets and databases for project management and tracking
- Assist with budget revisions and expenditure transfers
- Research Compliance
 - Administer programs that provide ethical and regulatory oversight of research
 - Human Subjects Research (Institutional Review Board)
 - Animal Subjects Research (Institutional Animal Care and Use Committee)
 - Biosafety (Institutional Biosafety Committee)
 - Ensure university compliance with regards to funded research
 - Conflicts of interest
 - Export controls
 - Responsible conduct of research

Question: I am faculty writing a grant proposal, and am not sure how much support I need. Is there an easy way or guidelines on how to incorporate things into the grant of what they need?

Response: Yes, on the pre-award side, Shannon and Pan can work with you about personnel, support, travel, etc. we work closely with PI's on the pre-award side. Let us know as far in advance as you can so we can help. Alison Krauss said there will be a workshop coming up in May.

Question: Many of us have grant students doing research studies; who is the contact for IRB?

Response: Jaime Carson. You could also utilize a graduate student assistantship.

Comment: We need a lot of preliminary data to write grants in the sciences, and have a system in place for undergrads to receive grant money, but there is nothing for graduate students to be able to get a small amount of money. Their research should be funded a little bit and this will help us too.

Response: Interim Provost Richard Starnes noted that there is a lot of opportunity to do this. We have to figure out how to pay for this. This may be a next step.

The full presentation is available on SharePoint.

Annette Littrell

LMS Review Update

A PowerPoint presentation was displayed on screen and shared on SharePoint.

Status Update:

Creating demo environments

Developing a feature matrix

Meeting with IT, Faculty, Staff, and Students to gather feature feedback

Call for Pathfinders – email Jonathan Wade if you are interested

Vendors Upcoming:

February 19- Blackboard Ultra

February 26- Canvas

March 4- Brightspace

Frequently Asked Questions we are hearing:

- What will happen with our archived course?
- Will we have to make all new content?
- What applications are we looking at?
- Will Blackboard be considered?
- Are we moving to Canvas?

Question: What is the motivation for change?

Resolution: We are currently running a very outdated LMS and it is not mobile friendly. We need to ensure we have something to suit us going forward.

Question: What are the budget differences? Is there a set amount to spend?

Resolution: They are all relatively close.

Comment: Whatever we get, we need to be able to access assessment data.

OLD BUSINESS

Faculty Forum February 5th

- University Athletics
- CSFE Faculty Election (this change has already been made in the Faculty handbook, but it should have been brought to a forum prior)

NEW BUSINESS

Student Mental Health Working Group Resolution – for a vote

We have received draft recommendations from the auditor (Hillary Matthews) on mental health needs. We want faculty and students to have greater awareness and know how to find the resources and online resources. Some recommendations include language for syllabi and the faculty handbook as well.

Would like to get a working group together to bring forth recommendations to the senate. What do you think of the idea for this?

People interested are Kelly Monteith, Kathleen Brennan, Yancey Gulley, and Enrique Gomez. We need a student as well.

We need a resolution to bring this forward to actually create the working group.

A motion was made to bring this forth as Working Group on Student Mental Health.

A motion was made to endorse the creation of the Working Group on Student Mental Health. Vote proceeded and passed.

Enrique will push this forward and begin the creation of the working group.

Diversity Inclusion Statement Resolution – for a vote

Resolution was brought on screen.

Resolution to include the Community Vision for Inclusive Excellence Statement in all WCU Course Syllabi

Whereas, at the March 2018 Faculty Senate meeting, a resolution in support of equity, diversity, and inclusion at WCU was passed; and

Whereas, the Staff Senate, Faculty Senate, and Student Government unanimously approved the Diversity Statement; and

Whereas, Chancellor Kelli R. Brown has indicated her desire to embrace diversity and inclusive excellence by continuing to expand efforts to ensure that WCU is a welcoming community for all; and

Whereas, on February 7, 2018, in a document entitled “The Collective Response to Racial Diversity,” students have expressed the need for “cultural awareness” to be an intentional part of the curriculum, with an emphasis on issues of “racism, bigotry, and sexism” to enhance respect and understanding between diverse populations; and

Whereas, the revised Western Carolina University 2020 Strategic Plan calls for inclusive excellence across all sectors of the institution; and

Whereas, the Association of American Colleges and Universities (AAC&U) has called for higher education “to address diversity, inclusion, and equity as critical to the wellbeing of democratic culture”i; and

Whereas, the present divisions in the United States underscores the need for enhanced education in multi-cultural understanding, diversity, inclusion, equity, empathy, and civil discourse; and

Whereas, students who are well-educated in issues of multi-cultural understanding, diversity, inclusion, equity, empathy, and civil discourse are more adeptly prepared to engage as citizens by serving their respective and diverse communities, thereby strengthening democracy;

Now, therefore, be it resolved, that the Faculty Senate require that all faculty add the

COMMUNITY VISION FOR INCLUSIVE EXCELLENCE as stated below in in all Western Carolina University course syllabi:

The diverse perspectives encountered at WCU are an important part of the preparation of students for roles as regional, national, and global leaders who contribute to the improvement of society. It is expected that members of the WCU community will not only coexist with those who are different from themselves, but also nurture respect and appreciation of those differences. We encourage civil discourse as a part of the learning enterprise, and as a campus we do not tolerate harassing or discriminating behavior that seeks to marginalize or demean members of our community.

Vote proceeded and passed.

Selection of Standing Committee on Faculty Salaries Resolution – for a vote

We would like faculty representation from every college including Hunter Library on this standing committee.

Standing Committee members and charge was brought on screen.

Charge:

Advise the Chancellor on matters pertaining to faculty salaries, including:

- Establishing targets for faculty salaries based on market rate analysis
- Identify compression, inversion, and equity issues and develop strategies to address these over time
- Developing an overall faculty salary strategy with benchmarks to track progress over time

Membership:

Provost and Faculty Senate Chair – Co-chairs

Four Tenured or Tenure Track faculty members appointed by the Faculty Senate (not required to be Senators) and three appointed by the Provost, with one representative from each academic College and Hunter Library. The term of service will be three years with initial appointments staggered with 2 each appointed for one, two, and three years.

One Non-Tenure Track faculty member appointed by the Provost

Associate Vice Chancellor for Human Resources

Question: Why wouldn't it just come from the faculty senate?

Response: There is a lot of data with this. We could create a new council within the Faculty Senate and then they could bring it forward to senate and then forward more... I guess lessen the path. Provost Starnes shared that this was an idea that came from the work of the taskforce. We have an opportunity with the Chancellor and Provost who are willing to take meaningful advice from the faculty. This is a shared problem and we need a shared solution. Over time it could evolve, but this is something faculty and administration need to own together, collaboratively. An exclusively faculty-driven process may provide solutions that are not acceptable to administration and vice versa.

Question: Can they give a report to the senate for communication purposes?

Response: Sure, that could be added to the charge.

Question: How does this fit into the Provost reporting on salaries?

Response: The relationship would help inform that report and how to make it better. We are not aware of any like body at any system school.

Question: In looking at FAC, are we taking some jurisdiction away from them according to their charge? We would be pulling that out and placing it somewhere else.

Response: We want to begin moving forward on this process.

Comment: I think this all should originate from FAC.

Further discussion proceeded.

A motion was made to endorse the creation of the standing committee on Faculty Salaries. Vote proceeded and passed.

Open Discussion on Faculty Senator Elections

The question is whether we should move to a standard and common election date or should we let it rest in each College as it is now? The election would need to be complete by December in order to beat out class schedules. Wednesday/Thursday alternating days doesn't resolve the composition of Senate.

Curriculum is super sensitive to time constraints and APRC is becoming a bottleneck. Bringing the election forward helps this as well. Any other thoughts on this? What are the negatives of having one election date? Are we stepping on individual colleges toes?

One negative could be that people are elected for the next fall and they are not here anymore at that time? People move around. Why couldn't we just move the Council appointments? This solves the council problem but does not resolve the senator commitment.

Last semester we tried to do an orientation and there were new senators that wanted to be here and wanted to serve, but the timing didn't fit right with schedules. Enrique suggests that this discussion continue – send information, ideas, and concerns to Enrique for discussion at the planning committee in February.

I LOVE WCU Campaign

We are working with Advancement, Center for Community Engagement and Service Learning, and Staff Senate. We want to come up with some ideas specifically for faculty.

MEETING ADJOURNED

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

Establishment of a Working Group on Student Mental Health

Saheed Aderinto	aye
Indi Bose	aye
Boatright, Michael	aye
Kristin Calvert	aye
Todd Collins	aye
Heather Mae Erickson	aye

Enrique Gomez	
Yancey Gulley	aye
Jeremy Jones	
Sudhir Kaul	aye
Lehman, Will	aye
Rebecca Lasher	aye
Niall Michelsen	aye
Sharon Metcalfe	aye
Amy Murphy-Nugen	aye
Sean Mulholland	aye
Kadie Otto	aye
Matthew Rave	
Ethan Schilling	aye
Charmion Rush	
Ken Sanney	aye
Roya Scales	aye
Ophir Sefiha	aye
Damon Sink	aye
Martin Tanaka	aye
Elizabeth Tait	aye
Waters-Tormey, Cheryl	aye
Ashlee Wasmund	
Laura Wright	aye

Diversity Inclusion Statement Resolution

Saheed Aderinto	aye
Indi Bose	aye
Boatright, Michael	aye
Kristin Calvert	aye
Todd Collins	aye

Heather Mae Erickson	aye
Enrique Gomez	
Yancey Gulley	aye
Jeremy Jones	
Sudhir Kaul	aye
Lehman, Will	aye
Rebecca Lasher	aye
Niall Michelsen	aye
Sharon Metcalfe	aye
Amy Murphy-Nugen	aye
Sean Mulholland	aye
Kadie Otto	aye
Matthew Rave	
Ethan Schilling	aye
Charmion Rush	
Ken Sanney	aye
Roya Scales	aye
Ophir Sefiha	aye
Damon Sink	aye
Martin Tanaka	aye
Elizabeth Tait	aye
Waters-Tormey, Cheryl	aye
Ashlee Wasmund	
Laura Wright	aye

Selection of Standing Committee on Faculty Salaries Resolution

Saheed Aderinto	aye
Indi Bose	aye
Boatright, Michael	aye

Kristin Calvert	aye
Todd Collins	aye
Heather Mae Erickson	aye
Enrique Gomez	
Yancey Gulley	aye
Jeremy Jones	
Sudhir Kaul	aye
Lehman, Will	aye
Rebecca Lasher	aye
Niall Michelsen	aye
Sharon Metcalfe	aye
Amy Murphy-Nugen	aye
Sean Mulholland	aye
Kadie Otto	aye
Matthew Rave	
Ethan Schilling	aye
Charmion Rush	
Ken Sanney	aye
Roya Scales	aye
Ophir Sefiha	aye
Damon Sink	aye
Martin Tanaka	aye
Elizabeth Tait	aye
Waters-Tormey, Cheryl	aye
Ashlee Wasmund	
Laura Wright	aye

