

# Faculty Senate

## Minutes

2/13/2019 Regular Business Meeting 3:00-5:00 pm

### ADMINISTRATIVE PROCEDURES

#### ROLL CALL

**Present:** Indi Bose, Niall Michelson, Roya Scales, Sharon Metcalfe, Todd Collins, Mae Claxton, Sean Mulholland, Frank Lockwood, Ken Sanney, Charmion Rush, Amy Murphy-Nugen, Kristin Calvert, Sudhir Kaul, Rebecca Lasher, Elizabeth Tait, Damon Sink, Ophir Sefiha, Vicki Szabo, Alison Morrison-Shetlar

**Members with Proxies:** Cheryl Waters-Tormey, Laura Wright, Wes Stone, Carol Burton

**Members Absent:** Ian Jeffress, Matthew Rave, Heather Mae Erickson, Saheed Aderinto, Catherine Carter, Ellie Blair, Brian Railsback

#### APPROVAL OF MINUTES

##### **Approval of Regular Business Meeting Minutes from January 16, 2019**

Minutes brought on screen. Vote proceeded. Passed.

### REPORTS

#### **Chair's Report: Damon Sink**

- We are working on faculty issues of salaries and following up on the possibility of retroactive promotional raises. Carol Burton has established a working group that has pulled together to take a closer look at the issue. They are considering some basic numbers of the cost. It is still monies to come up with. We are looking forward to seeing ideas from that group and they will report out to senate at the next meeting.

In the meantime, Faculty Assembly has been working with data from WCU salaries. It shows significant compression. The Board of Governors approved legislative priority is to increase one million annually to ten million annually next year, and five million reoccurring after that. The proposal in the white paper is to rename this as the Competitive Compensation Fund, and it may give more direction on how to use the funds as well. We may be able to use this in some of the

- ways we've discussed to even out salary issues and compression problems.
- President Roper is visiting campus next Tuesday and leadership will meet with him. It will be a quick meeting however.
  - The open letter we endorsed at the last meeting has been sent out to media news and observer.
  - We are in the middle of the Chancellor's search process and it is going smoothly and according to plan.
  - WCU has an affiliation with ComPsych. We need to get the word out about this resource, and we will ask for a presentation on this soon.
  - Thank you to Cory Causby for providing organized data on faculty salaries and the promotional raises we have been doing. Other UNC system institutions are not as fortunate to have access to that data as timely as we have had.
  - We need to think about a faculty senate ambassador to the Board of Trustees. We want to have 2-3 senators identified and be present at the committee meetings as a faculty representative with a goal to offer input and answer questions. We were also invited to a luncheon with the Board of Trustees.

## Chancellor's Report: Alison Morrison-Shetlar

### Enrollment Growth

We want to emphasize the record-breaking start we have had. We are continuing the fall semester trend with 11,028 students... which is 7% over last spring. We had an 8.5% increase in undergraduate and a 3.6% increase in graduate students, and a 36.8% increase in undergraduate transfers.

We had seven community college presidents on campus this morning. Thanks to Larry Hammer for posing some great questions and providing answers regarding transfers.

Our growth is not just in numbers; we have been increasing quality as well. The average high school GPA last year was 3.84. This year it is 3.92.

Our freshman retention is at 80%, and our six-year graduate rate is over 60%.

Our rural and low income students are above expected metrics. These increasing results are from word of mouth. We also acknowledge NC Promise as well.

Our freshman survey results indicate that more than a third of our freshman would not have considered a four-year institution without NC Promise.

We started the recruitment of 10 new faculty positions this year. In fiscal year 2014, we funded 14 new faculty positions, 8 in 2015, 14 in 2016, 3 in 2017, and 15 last year, for a total of 64 new faculty lines in the last 5 years.

We want to maintain a student faculty ratio to ensure a high-quality student experience. We are delivering on our mission, values, and promise to western North Carolina.

### Core Values

Our values include citizenship, inclusion, collaboration, diversity, and equal opportunity. These values are important. We must be civil to one another. In addressing the recent situation last week, LatinX students were hurt by a poster from another student organization. A bias report was submitted, and appropriate actions were taken:

- Students met with the Chief Diversity Officer.
- The Chief Diversity Officer reported to Dean Kevin Koett, Sam Miller, Carol Burton, and Shea Browning.
- A silent protest was held at the fountain. Carol Burton, Alison Morrison-Shetlar, and several faculty and staff attended the silent protest.
- We had 7 days of conversations. Dean Koett met with the students that originated the poster.
- Carol Burton met with LASO student leaders and discussed the concerns.
- Dean Richard Starnes spoke to department advisors of the students.
- Next steps: We will hold a dinner dialogue between both student groups and their advisors.

Alison wants to urge all of us to do what we can do to make WCU a place that is welcoming and inclusive for all.

### **Facilities**

- Apadoca Hall is making great strides, and we are on track for completion and scheduled for occupancy June 2021.
- On September 5<sup>th</sup>, we will dedicate the new resident hall in honor of Levern Hamlin Allen, the first African American student at WCU. We are waiting to celebrate this milestone. This is an exciting time.
- The village, Norton hall, and across little savannah- are all projects designed to extend parking capacity.

### **Legislative Activities**

Long session began January 30<sup>th</sup> and President Roper is starting his tour with WCU.

Meredith Whitfield, Melissa Wargo, and Alison Morrison-Shetlar have been focusing on the senate and house members from NC. We are hearing strong support for the steam plant, and full funding for NC Promise. We are continuing to advocate for our people, and for our salaries. We reiterate this often.

The Personnel and Tenure Committee and WCU is at 90% or below of salary compensation. They are under the impression that we have a lower cost of living here... which is not true. Salaries, compensation, and cost of living is important to Alison and she will continue to advocate for us.

### **Fundraising**

Alison has spent some time in Florida this January and we secured a \$50,000 pledge. We had \$25,000 in commitments given today. We had a surge in year-end giving in December with a one million planned

gift from Mike Wade, and a one million anonymous gift.

I Love WCU month is here. It is not about the amount, but the commitment to give.

We are helping students in every possible way and Alison is excited and proud of where we are in our philanthropy.

### **Chancellor's Search**

Shea Browning gave an update on Chancellor's Search:

- Two weeks ago, the search committee met with the ten candidates in Charlotte.
- Four of the ten candidates were selected for a campus visit and are on site this week.
- The next milestone is on February 27<sup>th</sup> when the search committee will choose three candidates, and pass along the recommendations to the trustees, who will then send on to President Roper.

*Question: Would a gift to the Faculty Senate Student Support Fund be considered for I LOVE WCU month?*

*Response: Yes, any gift large or small will help us move our endeavors forward.*

*Question: What is the current faculty to student ratio? Did all 64 faculty lines go to teaching positions?*

*Response: 17:1 is the average; yes, all faculty lines were teaching positions.*

### **Provost's Report: Brandon Schwab for Carol Burton**

We do not have a formal written report this month. We will communicate updates via the Academic Affairs Newsletter that will be distributed tomorrow.

#### **Ad Hoc Task Force on Faculty Salaries**

Membership includes Dean Richard Starnes, Faculty Senate representatives Cheryl Waters-Tormey, Amy Murphy-Nugen, and Vicki Szabo, HR representative Cory Causby, Academic Resources and Business Operations Director Drew Thomas, and Associate Provost Brandon Schwab.

We want to approach the spirit of the resolution broadly and holistically. In the coming weeks, we will create a definition of the problem at hand, create a set of definitions to produce an educational understanding, compile a list of recommendations including annual cost estimates, timeline, and a structure for executing this. The taskforce will meet every Monday.

*Question: The question is regarding the context and description about the enrollment growth funding this year.... there is a large chunk of change being attached to staff positions as well, and this would help faculty to understand the need to invest on that side of things. Is this possible for this information to go in the newsletter?*

*Response: It can go in the March newsletter.*

*Question: Is there a way to track enrollment growth funding and how it is used in each college?*

*Response: We are always playing catch-up. We are funding in arrears. Come to the budget hearings and listen to the needs from across the entire university.*

*Damon Sink shared that faculty are starting the conversations about slowing down a bit in growth. Maybe it isn't wise to push to the capacity? Maybe we should put on the breaks a little bit.*

*Brandon Schwab shared that there were some extra unknowns with NC promise. We are working on this strategically and are looking at the impacts of growing programs.*

*Frank Lockwood shared that the kids do not learn by lectures; they learn by experiential learning. 50 students in a class won't get them the education they need if we can't support them the right way.*

*Question: What are we looking at for growth the next year?*

*Response: The goal is always around 300. Sam Miller shared that we were at 2,189 last semester. We are looking at around 2,200 next semester. We will cross 12,000 in the fall census this next coming year.*

*Question: With enrollment growth funding, that should be for teaching, right? We haven't seen increases in operating budgets really. Shouldn't there be a way for it to increase?*

*Response: The budget process determines where the greatest need is at the moment.... it's all about priorities.*

*Vicki Szabo shared that we don't talk about graduate programs in the senate. It would be great to hear from Dean Brian Kloeppe about graduate numbers, recruitment, funding, and stipend issues.*

*Response: There was \$100,000 invested in graduate stipends.*

## **Staff Senate Chair: Alison Joseph for Natalie Broom**

### **EHRA Salary Support Resolution:**

Senate has created a resolution to support salary increases for EHRA employees. The Senate voted and passed the resolution during our meeting this morning. *Alison read the resolution aloud.* Also, please note that Natalie will be presenting this resolution to campus leadership and the Board of Trustees.

### **Employee Recognition:**

Senate has created a subcommittee to work on a proposal for increasing University Staff Awards and employee recognition for employees with years of service. Western scored low in this area on the employee engagement survey.

### **Staff Senate Strategic Plan:**

Staff Senate is collaborating with Project Management students in Dr. Ed Wright's class to create a strategic plan for Staff Senate. Students will present the final product at a future Senate meeting.

### **Diversity Statement:**

Senate unanimously voted to endorse the diversity statement.

## **SGA Report: Matthew Opinsky**

- We are currently working on the structure of resolutions relevant to Faculty Senate and how to go about those.
- There is not an official transition process for when SGA representatives turn over. We are working on creating a paper trail.

- Last semester was a planning semester for SGA initiatives.
- We should have more information at the next meeting for our Gender Inclusive Initiative.
- We are working on a modification to CAT cards to include addresses on the cards.
- We are creating a taskforce for our Student Union Initiative, and will reach out to administrators to help us with the process, provide input, and move it in the right direction.
- Brian Railsback is the liaison for the past three years to SGA. The suggestion is that the past chair of Faculty Senate will continue to provide that support for SGA.

### Faculty Assembly Report: Leroy Kaufmann

- The Faculty Assembly Report was shared via SharePoint prior to the meeting, and the report was brought on screen during the meeting.
- The report includes updates on disciplinary actions to defacing property, level of review, and minimum admission requirements.
- It talks about the creation of an ad hoc white paper committee to deal with faculty salaries.
- There is conversation about summer funding.
- There is conversation about operating increases.

## COUNCIL and COMMITTEE REPORTS

### CRC Report: Sean Mulholland for Wes Stone

The council met this past Tuesday to discuss three efforts that are in process.

- Promotion opportunities for non-tenure track faculty and converting changes into the faculty handbook. The goal is to have the changes to Faculty Senate by March 21<sup>st</sup> in hopes of approval at the April meeting.
- Collegial review of tenure-track faculty in administrative positions
- Evaluations of academic advising

*Question: How many administrative positions also have faculty lines?*

*Response: Department Heads usually teach a class. Associate Deans could depending on where they came from. Most administrators beyond that are not faculty positions.*

*Handbook changes do not need to go to a forum, only constitution changes do.*

### FAC Report: Amy Murphy-Nugen

The FAC conducted their last meeting through email.

- We are working on language for non-voting constituency representative on the Board of

Trustees.

- We have solicited input back to the SAI Task Force on draft recommendations.
- We are monitoring the non-tenured track budget request for travel funding.
- The ad hoc committee has been established for the salaries issue.
- We have an outstanding resolution on how to address the Rosa Clemente issue.
- Adjunct pay issue was raised to the FAC, and we are currently discussing concerns that have been brought to the council.

## **APRC Report: Ken Sanney**

The next meeting is scheduled for February 21st.

- This month we have worked through 17 curricular actions, and the full list will be provided next meeting. We are hoping to get through by February 21st.
- The Non-Curricular Task Force is looking at how things move through the curricular process. It will come to the APRC at some point.

## **Rules Committee/CONEC**

We have had conversations with Natalie Broom, Shea Browning, and AJ Grube about the makeup of the Athletics Committee. The question has been raised about the ways the representatives are chosen. There is nothing noting the length of service, transition time, etc. We are proposing a joint conference committee between staff and faculty senates to make recommendations about the charge and changes to that committee.

## **NEW BUSINESS**

### **Guest: Arthur Salido, Executive Director of Community and Economic Engagement and Innovation**

Arthur presented a PowerPoint presentation to the senate with updates about the Office of Economic and Community Engagement and Innovation activities.

#### **Goals:**

1. Engage key external stakeholders
2. Measure and communicate WCU's engagement activities
3. Convene meetings, summits, and conferences that support regional economic engagement
4. Support faculty and student engagement and development opportunities

#### **Priorities:**

Strengthen relationships and communication between the University and our external partners.

Initiative 4.1.1: Provide the appropriate level of institutional support necessary to ensure success with external partnerships and collaborations, including creation of transparent, easy-to-navigate structures.

Initiative 4.1.2: Create an institutional council with representatives from each division and college to provide direction and enhance internal communication about external partnerships and engagement.

Initiative 4.1.3: Engage external partners to facilitate economic and community development in Cullowhee, Jackson County, and surrounding counties, through community leadership initiatives, collaborative research and development efforts, and regional development conferences.

Initiative 4.1.4: Develop the West Campus, with its Millennial Initiative designation, as a national model for rural, public, private partnerships that are integrated into the academic enterprise and which support community-based economic development with a focus on improving the health of the region.

Initiative 4.1.5: Enhance existing and develop new curricular, continuing education, and professional development programs at Biltmore Park to prepare skilled employees to serve growth in the greater Asheville-Hendersonville area (e.g., professional and business services, educational and health services, leisure and hospitality, retail trade, and advanced manufacturing technology).

Initiative 4.1.6: Expand and enhance interdisciplinary outreach efforts and potential partnerships focused on economic and community development to support curricular and co-curricular foci.

Initiative 4.2.1: Develop and monitor (annually) university resource inventory of programs, services, facilities, and faculty/staff expertise that are available to the public.

Initiative 4.2.2: Develop a network within the University and with regional businesses and institutions to enhance employment opportunities for spousal and partner hiring and facilitate a network of opportunities, where possible, for affordable child care, health care, and housing options for faculty, staff, and students.

Initiative 4.2.3: Promote, publish, reward, and celebrate staff and faculty community engagement.

*Question: What connections are we working on making with the Morganton campus?*

*Response: They open 2021, and I am attending listening sessions, am part of the email list, and went to an event. They also came here and met with leadership. They are looking for funding and they want partners. We will have a role as it ramps up.*

*Question: Where do you fit into the university? Who do you report to?*

*Response: I report to the Provost, and to the Chancellor, Deans, and Chief of Staff. We are somewhat decentralized at Western, I officially report to the Provost.*

## Other Business:

### Invitation from SGA for faculty to be part of the program committee for their "Whee Talk" project

The committee will review abstracts from folks who want to give a Whee Talk. If interested, email Damon Sink.

### Organizing Faculty Senate attendance at BOT committee meetings

The resolution is currently with FAC to make an official non-voting representative on the Board of Trustees. We have a lot of opportunities to interact and to go to the committee meetings. We are asking for volunteers to pick up specific slots at the Board of Trustees meetings.

On February 28<sup>th</sup>, there will be a lunch at 11:30 am in the Ramsey Center Hospitality Room. After lunch, the committee meetings commence. The meetings are Thursdays and Fridays, and last about 90 minutes each. Let Damon Sink know if you are interested.

*Question: University Athletics Committee issue- some members don't know they are relevant. The ad hoc committee should have some UAC folks present to talk about it. Traditionally there should be academic oversight. I am curious to see how it is constituted. Will we see the proposal/charge as a body?*

*Response: Yes, and this will go to the Rules Committee as well.*

*Question: Is the UAC involved with athletic advisors?*

*Response: They are not a part of the committee.*

*Larry Hammer shared that if the advisors' advice is not good, it should be communicated with them. They are good about putting the information into GradesFirst. The folks in advising are your friends. They would want to know if there are issues.*

*Frank Lockwood shared that the faculty advisor should be the #1 advisor.*

*Further discussion proceeded.*

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

## MEETING ADJOURNED