

Faculty Senate

Minutes

3/21/2019 Regular Business Meeting 3:00-5:00 pm

ADMINISTRATIVE PROCEDURES

ROLL CALL

Present: Indi Bose, Matthew Rave, Sharon Metcalfe, Saheed Aderinto, Mae Claxton, Cheryl Waters-Tormey, Laura Wright, Ken Sanney, Wes Stone, Kristin Calvert, Sudhir Kaul, Rebecca Lasher, Elizabeth Tait, Damon Sink, Ophir Sefiha

Members with Proxies: Niall Michelson, Todd Collins, Heather Mae Erickson, Catherine Carter, Sean Mulholland, Frank Lockwood, Amy Murphy-Nugen, Vicki Szabo, Carol Burton

Members Absent: Ian Jeffress, Roya Scales, Ellie Blair, Charmion Rush, Brian Railsback, Shawn Collins

APPROVAL OF MINUTES

Approval of Regular Business Meeting Minutes from February 13, 2019

Formal approval of February minutes will need to wait until the March meeting so the roll call information can be added. Send any edits or changes to Damon.

REPORTS

Chancellor's Report: Alison Morrison-Shetlar

Interim Chancellor Alison Morrison-Shetlar is at the Board of Governors meeting and so there will be no Chancellor's report today.

Provost's Report: Brandon Schwab for Carol Burton

Update Regarding Summer Session 2019

This will be WCU's first summer session since NC Promise came into effect, and we are anticipating lower enrollments across the board (except for those programs that run on a 12-month schedule). Based on a recent conversation with UNC System representatives on the future of summer funding, we

anticipate that WCU is unlikely to receive a legislative buy-down to the NC Promise rates students receive during the traditional academic year. This possibility has been a major concern for all three NC Promise institutions and conversations are ongoing. Nonetheless, it is important that we remain prepared for a decline in our summer enrollment.

Considering this forecast and other developments at the system level regarding summer, WCU Summer Session and Academic Affairs leadership will review enrollment by course section closely this year, and ask that you do so as well.

Starting around **April 1, 2019**, after advising and early registration, WCU leadership will begin regular reviews of enrollment by course section. Beginning around **April 15**, we will discuss with department heads the possibility of cancelling class sections based on enrollments.

If you have any questions regarding summer section enrollment, please contact your department head. If you have any other questions regarding summer session, please contact Lowell K. Davis, Associate Vice Chancellor for Student Success, at lkdavis@wcu.edu, or (828) 227 – 2670.

WCU Collegial Review Actions 2019

Congratulations to our colleagues who have been through the collegial review process for tenure and promotion this year. Please see below for a summary of the candidates presented.

	Arts / Sci.	Business	Fine/Perf. Arts	Ed/Allied	Engin./Tech	Health/HS	Hunter
Tenure	10	2	0	5	1	2	0
Associate Professor	10	1	0	5	1	1	0
Full Professor	5	3	0	3	1	1	0
Emeritus Professor	1	1	1	1	0	3	0

Spring Census

The Spring 2019 student enrollment census was conducted on Monday, January 26th. Total enrollment at census was 11,028 students, and is the first-time Spring enrollment has exceeded 11,000. Total enrollment grew by 7.8% over Spring 2018 enrollment, which is the largest growth rate realized over the past 10 years (the average annual Spring-to-Spring growth rate is 1.9%). Graduate student enrollment (1,629) is the highest since the Spring of 2014. In addition, WCU realized its largest Spring-to-Spring

undergraduate enrollment growth rate (8.6%) and largest transfer student growth rate (36.8%) in the past 10 years. Total student credit hours grew by 7.8%, in comparison to Spring 2018.

* Addendum 1

Upcoming Administrative Vacancies and Search Updates

- The position of Director of Assessment has been filled. Amy Strickland, who most recently served as Director of Assessment and Planning for the Bryan School of Business at the University of North Carolina at Greensboro, will begin work at WCU on March 15th.
- The College of Health and Human Sciences Dean Search is ongoing.
- Dr. Joy Bowers-Campbell, Dean of Education at Georgetown College in Kentucky, has accepted the position of Associate Dean of our WCU Graduate School and will be starting on Monday, 10 June 2019.
- Director of Office of Research Administration: the search advertisement was posted on February 28, 2019: <https://jobs.wcu.edu/postings/10260>. Applications will be reviewed starting on March 18, 2019 until the position is filled. The search committee is as follows:
 - Mark Lord, Chair, Professor, Department of Geosciences and Natural Resources, College of Arts and Sciences
 - Dave Hudson, Department Chair/Distinguished Professor, Department of Physical Therapy, College of Health and Human Sciences
 - Scottie Kapel, Assistant Professor, Hunter Library
 - Bora Karayaka, Associate Professor, Department of Engineering and Technology, College of Engineering and Technology
 - Siham Lekchiri, Assistant Professor, Department of Human Services, College of Education and Allied Professions
 - Ed Lopez, BB&T Distinguished Professor, School of Economics, Management and Project Management, College of Business
 - Ashlee Wasmund, Assistant Professor, School of Stage and Screen, Belcher College of Fine and Performing Arts
 - Jennie Wyderko, Research Compliance Officer, WCU Office of Research Administration, Graduate School and Research

Ad Hoc Task Force on Faculty Salaries

The purpose and charge of the Ad Hoc Task Force on Faculty Salaries is to take up the work outlined in the Faculty Senate resolution passed in April of last year (see Addendum 2). We are also investigating potential broader policy recommendations for faculty salaries for future years. The task force membership is as follows:

- Richard Starnes, Dean, College of Arts and Sciences (Chair)
- Cory Causby, Associate Vice Chancellor for Human Resources, Division of Administration and Finance
- Amy Murphy-Nugen, Assistant Professor, Department of Social Work, College of Health and Human Sciences
- Brandon Schwab, Associate Provost for Academic Affairs, Division of Academic Affairs
- Vicki Szabo, Associate Professor, Department of History, College of Arts and Sciences
- Drew Thomas, Director of Academic Affairs Budget and Operations, Division of Academic Affairs
- Cheryl Waters-Tormey, Department Head/Associate Professor, Department of Geosciences and Natural Resources, College of Arts and Sciences

* Addendum 2

Diversity Hiring Annual Report 2018

The office of Human Resources prepared WCU's 2018 annual EEO (Equal Employment Opportunity) hiring report in January, 2019. Please see attached summary tables.

* Addendum 3

Cory Causby added that the addendum is a high-level summary of affirmative action. The full report can be found on the HR website if you would like to review. We are continuing to look at protective classes (females, minorities, veterans, and disabilities). Our workforce continues to grow. We continue to see modest increases in minority representation of faculty and staff.; however, there was a slight decrease of female representation.

Professional development opportunity: Peer evaluation of 2018-19 Continuous Improvement Reports

Last July, the first annual institution-wide peer evaluation of program/unit Continuous Improvement Reports (CIR) took place, with 22 volunteer participants. This year's event is planned for the week of July 22-26, and is expanding to 26 participants. Both faculty and staff peer evaluators are needed. This is a great opportunity for individuals who desire to improve their understanding of program-level strategic planning, goal setting, and identification and measurement of outcomes. Participating 9- and 10-month faculty will receive a \$1000 stipend for the five-day event. To be considered, please register using this link: https://wcu.az1.qualtrics.com/jfe/form/SV_5gNcoF6Zyf6OjHv.

Graduate Excellence Awards Enrollment Summary Spring 2019 Census Day

* Addendum 4

Dean Brian Kloeppe added that the last few years have been flat. The enrollment breakdown includes college categories. Some impacts to this is program prioritization. This addendum gives you the overall picture. If you are not aware, graduate enrollment is directly related to economic situations in the country. Being able to stay stable has been good news for us.

Thank you to Faculty Senate for your advocacy for graduate tuition scholarships. We had an additional \$80,000 of scholarship monies available as well to roll with the \$100,000 and make a bigger impact. Eight programs were selected. We can see that three of the eight programs have already met their enrollment growth.

This is not a one-time scholarship for our students. This scholarship is funded for each semester the student is in the program... as long as they are academically eligible.

In Fall 2020 we can assess if the program has met the metric. If they haven't, we will solicit other programs.

Again, thank you.

Question: Any change in the waiver for out of state tuition?

Response: That is set by state dollars. We have 12 in state and 34 out of state waivers.

Staff Senate Chair: Natalie Broom

- Staff Senate is collaborating with students from Dr. Ed Wright's class to create a strategic plan.
- We have drafted an employee recognition proposal that has been submitted to campus administration.
- Working with HR to plan an employee "years of service" reception.
- Annual UClub Staff Senate fundraiser is scheduled for March 29th, 5-7pm.
- In process of planning initiatives for AY2019-20.

SGA Report: Matthew Opinsky

Student Union Task force is going strong. Had a cross-state research trip. NC State, High Point, and UNC Charlotte. Received helpful information from each university. Now compiling the research. Would like to set some framework going forward for this initiative.

Several resolutions in process: will have more information to share at the next meeting.

Damon Sink added that the three resolutions were submitted and looked at by Senate Leadership. Two resolutions were referred to APRC. (Development of synthesis courses and sample syllabi)

The third resolution is regarding a 24/7 study space in the Hunter Library.

Faculty Assembly Report: Rebecca Lasher

The full report is available on the Faculty Senate SharePoint site.

At our last meeting, we met the new Interim President, Dr. Roper. The Board of Governors is meeting in Boone in the next few days. We think they will discuss policy changes regarding faculty who turn their grades in late. This is a direct result of what happened at UNC Chapel Hill. We hope the BOG will not get involved and that this will play out at campus level.

The other issue is student disciplinary actions for the destruction of property as related to the Silent Sam incident.

We also discussed voter id/college id. Our primary concern as faculty is just that they vote. We want our students to vote.

Question: Is WCU ID in compliance?

Response: We are not sure.

Shea Browning responded: What we had to do is submit a mockup and tell them about our process. They

seemed to be caught up on our process with regard to students uploading photos. We currently require information, but we don't really ensure the information provided is correct. They didn't exactly tell us why we aren't in compliance, but we will start working on some of these things.

Further discussion proceeded.

Special Report on enrollment growth funding allocations: Brandon Schwab and Drew Thomas

Presentation was brought on screen and included the following information as related to Academic Affairs:

- IPEDS Fiscal Profile (National level): This gives a good benchmark of whether we are in the appropriate range of expense categories. They are standard. Our group 3 peers that are set by the BOG are Appalachian State, UNC Wilmington, NC Central, and Pembroke.
- North Carolina Profile
- 12-Cell Overview (University Budget Break-down)
- Enrollment Growth (Academic Affairs)
- Future Enrollment

The question of “How do we determine where to allocate faculty?” was addressed:

- Voting Outcome from the Budget Process
- Vetted with enrollment data:
- SCH (Tuition Revenue 35%)
 - Market share of Total, Market share Growth, Department Growth
- Generated FTE (State Appropriations Revenue 65%)
 - Market share of Total, Market share Growth, Department Growth
- Allocated FTE
- Seat Utilization Changes
- Current Budget

Drew will send out the FTE report and entire presentation to Senate.

Further discussion proceeded.

Academic Integrity Task Force recommendations: Debra Burke

Report was sent out for senate to look over and we will revisit at the next senate meeting.

Resolution response from LSC: Inclusive Excellence Requirement Chair, Jen Schiff

Resolution brought on screen. This is indeed a process that will take more time.

The Liberal Studies Committee has determined that:

1. The LSC does not recommend implementing a more formal three-credit IE requirement at this time since many Inclusive Excellence principles are already integrated within the existing LS curriculum.
2. To further highlight the importance of Inclusive Excellence within general education, the LS Program will change the title of student learning outcome #7 from “Awareness of Others” to “Awareness of Cultural Diversity.”
3. The Liberal Studies assessment process will continue its focus on measuring the efficacy of the Awareness of Cultural Diversity outcome in support of quality implementation within the curriculum, to include an intentional effort to align the LS cultural diversity outcome with the outcomes of programs/departments across the university.
4. As part of the normal process of assessment, review, and revision, the LSC will begin more holistically and comprehensively reviewing the Liberal Studies curriculum to achieve a better alignment between the stated goals of the Liberal Studies program and the existing instructional framework at the university, beginning in AY 2019-2020.
5. As part of this curriculum review process, the LSC will consider ways it may further support or embrace Inclusive Excellence principles.

Comment: A comment was made that 1 of our 6 perspectives could be identified as an inclusive excellence course...

Response from Jen Schiff: They have looked at this possibility and it is not feasible as of yet. The committee supports the idea, and have spent the last year surveying and researching. One issue is that the consistency across courses/sections cannot be established that each teacher incorporates the same amount in their respective classes. Another issue is that the repercussions to others that offer P6 already and what would happen if we changed that perspective to inclusive excellence. We had to consider this, along with distance courses, and looking at ULP and the effects on those departments, and another concern was the assessment piece of this. The committee suggests that IF we were to do this, it would require an overhaul of Liberal Studies. We must figure out what we want students to get out of the program and then design a program to fit. We should start an internal curriculum review, focusing on researching best practices as well. We are delaying implementation of the inclusive excellence courses and will speak with SGA about it as well.

Further discussion proceeded.

COUNCIL and COMMITTEE REPORTS

CRC Report: Wes Stone

Promotional Opportunities for Non-Tenure Track Faculty: Will present changes for the Faculty Handbook next meeting.

Administrators on Tenure Track: Will be issuing a letter to provost council with a list of concerns.

Academic Advising: Came from SGA Resolution. We are working on how to assess, and will recommend some sort of focus group/best practices to address this.

FAC Report: Amy Murphy-Nugen

Met February 20th and we are in discussion regarding the following issues:

- Chair as non-voting constituency representative on the Board of Trustees
- Awaiting report on student assessment of instruction
- Non-Tenure Track travel funding is moving through the budget process
- Salary Compression/Inversion Issues
- Rosa Clemente Issue

APRC Report: Ken Sanney

LS synthesis courses: we are discussing how to proceed with this. We suggest the fall working group address this as well as the inclusive excellence courses. We need to tackle this strategically.

Syllabi review availability to students: we are talking with Larry Hammer and he gave us some ideas. We are continuing discussions on this.

NEW BUSINESS

Campus Diversity Statement for endorsement

Statement was brought on screen. This statement came out of the Council on Inclusive Excellence. The recommendation is that this statement be included everywhere: syllabi, websites, etc.... The statement is aspirational.

Discussion proceeded.

Question: Can discriminating behavior be verbal?

Response: The policy will determine where and how that scenario will be treated.

Vote proceeded. Passed.

Rules Committee/CONEC

University Athletic Committee membership:

Resolution first reading

Proposed resolution would convert three (3) Chancellor appointed faculty committee members to elected-at-large from the General Faculty.

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

MEETING ADJOURNED

Vote record for **Campus Diversity Statement (Inclusive Excellence)**

Ian Jeffress

Indi Bose aye

Niall Michelson aye

Matthew Rave aye

Roya Scales

Sharon Metcalfe aye

Todd Collins

Heather Mae Erickson aye

Saheed Aderinto aye

Catherine Carter aye

Mae Claxton aye

Cheryl Waters-Tormey aye

Laura Wright

Sean Mulholland aye

Frank Lockwood aye

Ken Sanney aye

Ellie Blair

Charmion Rush	aye
Amy Murphy-Nugen	aye
Wes Stone	aye
Kristin Calvert	aye
Sudhir Kaul	aye
Rebecca Lasher	aye
Elizabeth Tait	aye
Brian Railsback	
Damon Sink	aye
Shawn Collins	
Ophir Sefiha	aye
Vicki Szabo	aye