

Faculty Senate Minutes

4/21/2021 Regular Business Meeting 3:00-5:00 pm via ZOOM

ADMINISTRATIVE PROCEDURES

ROLL CALL and APPROVAL OF MINUTES

Approval of Regular Business Meeting Minutes from March 24, 2021

Vote was taken with roll call. Minutes Approved.

Michael Boatright	approve
Indi Bose	approve
Chancellor Kelli Brown	Late arrival
Kristin Calvert	approve
Todd Collins	approve
David de Jong	approve
Heidi Dent	approve
Heather Mae Erickson	approve
Garrett Fisher	approve
Mariana Fisher	absent
Enrique Gomez	approve
Yancey Gulley	approve
Jeremy Jones	Approve via proxy Laura Wright
Sudhir Kaul	approve
Marco Lam	approve
Will Lehman	approve
Niall Michelsen	approve

Sean Mulholland	Late arrival
Leigh Odom	approve
Kadence Otto	approve
Matthew Rave	approve
Carrie Rogers	approve
Roya Scales	approve
Provost Richard Starnes	here
Vicki Szabo	approve
Elizabeth Tait	approve
Martin Tanaka	approve
Drew Virtue	approve
Elizabeth Wark	approve
Ashlee Wasmund	Approve via proxy Heather Mae Erickson
Laura Wright	approve

EXTERNAL REPORTS

Chancellor's Update: Chancellor Kelli Brown GET UPDATED VERSION

COVID Activity on Campus

COVID activity on campus is still relatively low. With only a few weeks of classes left, we are in good shape. We currently show 11 active cases of COVID-19 in the greater campus community. On-campus, we had 3 positive cases out of 284 administered tests. This is a positivity rate of 1.1%. We currently have 2 students in isolation on-campus and 19 in self-isolation off-campus.

WCU Regional Clinic Update

Last week the WCU Regional Vaccination Clinic delivered its 10,000th shot since opening in late February! Terran Saine, in the clinical psychology graduate program, was the lucky student to receive this milestone shot. This student is one of many students taking advantage of the opportunity to be vaccinated. I am so proud of this accomplishment at the clinic and I look forward to seeing how many more lives we can impact through this initiative.

Be aware that the clinic is now vaccinating ALL adults over the age of 16. If you or someone you know has not gotten vaccinated, you can sign-up at vaccine.wcu.edu. Individuals do not have to live in Jackson County to receive a shot here. There are long waitlists in other counties in Western North Carolina, so please let your family and friends know about our clinic. The sooner we get folks vaccinated, the sooner we can return things to “normal”.

One other note about vaccinations, out of an abundance of caution and at the request of the CDC and NCDHHS, we paused our use of the Johnson and Johnson vaccine. I want to reiterate that the concerns have been about a very small number of cases out of several million J&J vaccines administered. We will follow CDC and NCDHHS recommendations and will begin using the J&J vaccine again when we are cleared to do so. In the meantime, we have supply of the Pfizer vaccine and will continue to vaccinate individuals using that supply.

Athletics Announcement

This week Athletics Director Alex Gary announced that Justin Gray will be the new Men’s Basketball coach for Catamount Nation. We are very excited to welcome Coach Gray to the Catamount team. He and his family are absolutely delighted and they are so excited to be in Cullowhee. I commend Alex Gary for his efforts in his first year to build a team of coaches and professional staff that will help student-athletes find the same level of success in athletic competition that they do here academically.

Return to Work Guidance

Our top priority is to resume a fully in-person residential program for the upcoming fall semester.

To accomplish this goal, we are committed to bringing all WCU students, faculty and staff back to campus for the fall 2021 semester to fully engage our vibrant learning community. To facilitate the planning process and based upon current trends and the guidance currently available to us from the [UNC System](#), you should expect the following:

- Undergraduate and graduate students should plan to be on campus for in-person instruction for the fall 2021 semester.

- Faculty should assume a return to in-person instruction on campus for the coming academic year.
- Staff currently working remotely will be expected to return to campus on a rolling basis, beginning this spring and continuing through the summer, as determined by operational progress and needs of their division. All staff members should anticipate being back at work on campus no later than the start of the 2021-2022 academic year.
- Any exemption from in-person teaching or onsite work will require appropriate documentation and approval through a formal request process. Contact your supervisor or Human Resources for more information.
- Students, faculty and staff will be expected to continue to adhere to all health and safety guidelines outlined by the university, the CDC, and local and state health officials to ensure that the transition to being on campus more frequently is done in a safe manner.

Vice Chancellor of Advancement Search

We have also begun the search for the permanent Vice Chancellor for Advancement. You may remember we had begun this search last spring and decided to put it on hold due to the pandemic.

Craig Fowler will once again be leading the search and we are hopeful it will be completed this summer. Ms. Jamie Raynor has been doing a tremendous job in the interim role and I thank her for her patience and her leadership in development and alumni engagement.

Construction Updates

The first of three lower campus residence halls almost has its shell completed. These three residence halls are replacing Scott and Walker and will open in Fall 2022. The Apodaca Science building is nearing its completion. We plan to open the building this summer and will have the formal grand opening of the building on September 3. At the end of March, we officially broke ground on the replacement steam plant. We are excited to see this much-needed project begin to take shape. Finally, significant progress has been made on our first parking garage, which is located between the Ramsey Center and the baseball field.

Legislative Activity

We have had a number of positive meetings with legislators so far this semester as the General Assembly continues to move toward the development of the biennial budget later this summer. Tax Day was extended to May 15 this year, so this will delay the start of the budget process. General revenue forecasts continue to look better than expected and we remain hopeful that we will make significant progress on our legislative priorities.

As mentioned at the last meeting, we are very encouraged by the Governor's recognition of the UNC System's needs in his proposed budget, especially regarding salary increases for faculty and staff. However, as you know, this is just a starting point, and we will continue to advocate to the NC House and Senate on the importance of pay increases. I will be going to Raleigh at the end of this month to continue these conversations with our lawmakers and will keep you posted.

I know you are wondering about H243, the bill that allows for increased salary flexibility for campuses. It already passed the House unanimously and this week this bill passed both the Senate Education/Higher Education and Senate Rules Committee. The bill will be on the Senate floor on Monday, April 19. During the Senate Education committee meeting, an amendment was offered to part 1 of the bill dealing with temporary salary reduction authority to ensure that employees will not see a temporary salary reduction of more than 10% and an employee's salary cannot drop below \$65,000 as a result of a temporary salary reduction. In the original bill, it was 20% and \$45,000. [The PCS is found here](#). The UNC System Office worked with the senator who offered the amendment and stated their support for the change during the committee.

Accolades

Now for a few accolades:

The Andrew Goodman Foundation, a national organization that empowers young people to participate in the democratic process, awarded WCU the 'Elite Leader' distinction earlier this month. As an Elite Leader Campus, the university will see its annual grant from the foundation increase from \$1,000 to \$5,000.

A Western Carolina University team of College of Business students proved their financial moxie with real money in an investment competition sponsored by the Tennessee Valley Authority. The team was awarded some \$12,000 for their efforts in 2020, outpacing the S&P 500 Total Return Index for the calendar year, despite tremendous market volatility brought on by COVID-19. WCU has participated in the Investment Challenge since the program was originated by TVA in 1998, guided by College of Business professor Grace Allen, who passed away Aug. 19 after a brief battle with cancer. In her memory, TVA announced this week a donation has been made in her memory to the [Grace Allen Scholarship Fund](#) at WCU.

Closing

The annual University-Wide Budget hearing will be held via Zoom on April 19 at 3pm. Please make plans to register for this hearing, where all division heads will present a summary of the budget priorities for the upcoming year.

On April 23 at 3:30pm we will hold our annual Faculty and Staff Excellence Awards. Nominees and finalists for awards will be asked to attend the event in person in the Bardo Arts Center and others will be able to see the event via Live Stream. The link for Live Stream will be publicized next week.

And, finally, on May 14-16, we will hold five modified in-person commencement exercises in the Ramsey Center. At this time, students will be allowed two guests. For the first time, commencement will be a ticketed event, requiring that all graduates RSVP and all guests will need a ticket to attend. Masks and physical distancing will be enforced.

Provost's Report: Provost Richard Starnes

Non-Tenure Track Faculty promotion pathway implementation

Based on questions raised in the Senate planning meeting and Brandon's work with the CRC, I would like to briefly touch on a few things related to implementation of the non-tenure track promotion pathways. First, this has been a long time coming and I am pleased that we will be able to start providing this opportunity to eligible faculty in the next appointment cycle. Second, the intent of the program from the beginning was to help, and not hurt, our long-standing fixed term faculty who play a vital role in educating our students. To that end, prior continuous time served as a lecturer, instructor, or other fixed term position will be considered as accumulated time in rank with respect to initial promotion eligibility.

The range of NTT faculty titles that are now available were originally intended to allow flexibility to colleges and departments to adopt those that made sense for their disciplines. In some disciplines, the Clinical/Teaching/Research/Practice (CTRP) titles are appropriate. In other disciplines, the Instructor titles make more sense. I support the CRC's efforts to eliminate the Lecturer title and move to three levels in the Instructor track (Instructor/Associate Instructor/Senior Instructor). Recall that all 0.8 FTE Lecturer positions were converted to 1.0 FTE Instructor positions in January 2020. The CTRP and Instructor tracks should be viewed as distinct and not a continuum.

Finally, I am committed to making the salary adjustments that accompany NTT faculty promotion meaningful. We are doing the analysis of what the budget implications will be for the initial roll out, as well as forecasting longer term impacts. We are also studying whether a fixed dollar amount, similar to tenure track promotions, or a percentage basis makes the most sense. Again, in all of this, the goal is to help faculty and not further perpetuate issues of compression and inversion that we face across the university. As in anything as complex as this, there are many interconnected pieces to consider, from DCRD revisions to new processes and policy. We know it will not be perfect out of the gate, but we will be in a better position to support our NTT faculty and we will adjust as needed in the coming years.

Diverse Student Body Subcommittee

In January 2021, the Enrollment Planning Committee at WCU created a subcommittee on recruiting, enrolling, and supporting a more diverse student body. The subcommittee researched WCU and the UNC constituent institutions' student diversity status, national and regional enrollment trends and projections, and recommendations for creating and retaining a more diverse student population to better reflect society demographics and afford access to members of underrepresented groups. Faculty in the English Department, student groups, and other campus constituencies advocate for a more proactive approach to recruiting diverse students. The recommendations and associated resources will be released by the end of the current spring semester.

Higher Education Emergency Relief Fund (HEERF)

We are actively supporting students to register for a return to a semester that looks more like Fall 2019 rather than fall 2020; we are reaching out to significant numbers of continuing eligible students who have not registered for the fall. The Advising Center, deans and department heads are contacting those students.

WCU internal funds, as well as allocations from the federal and state governments, are available to support students. So far, more than \$8.8M in direct student emergency aid from HEERF (Higher Education Emergency Relief Fund) I and II have been awarded to students at all levels, from undergraduate to doctoral (except for non-degree seeking and international, who are ineligible to receive funds) since June, 2020. Students who are ineligible to receive the federal funds are directed to WCU emergency funding opportunities. The federal government passed the HEERF III legislation as part of the American Rescue Plan in March 2021, with final details under development. The GEER (Governor's Emergency Education Relief) Fund is currently being applied to students who are enrolled in summer session at WCU to help them progress to graduation. \$200K is available.

We continue to recruit and enroll new transfer and freshman students. The Financial Aid Office has extended waivers for filing and called students directly to facilitate their enrollment, and robust orientation plans are in place this summer. Academic departments are contacting incoming students who have expressed an interest in their majors, and the Advising Center and Educational Outreach are preparing to register them for their first semester of classes.

Academic Affairs Administrative Search Updates

Approval of individuals selected for the Dean of the College of Arts and Sciences and the Dean of Library Services are pending approval of the Western Carolina University Board of Trustees via a called meeting prior to the next quarterly meeting of the board in June.

Dr. Lowell Davis will conclude his tenure as Associate Vice Chancellor for Student Success on May 17th. There will be more information to come regarding an interim for this position and details regarding the search. Dr. Carolyn Callaghan, Executive Director for Educational Outreach will assume oversight of Summer Session in the interim.

Staff Senate: Staff Senate Chair Ben Pendry

New Staff Senators - <https://affiliate.wcu.edu/staffsenate/2021/04/10/wcu-staff-senate-announces-newly-elected-senators/>

Strategic Plan Feedback - https://wcu.az1.qualtrics.com/jfe/form/SV_a4zo9y2AMLqjmLA

April Question of the Month - <https://affiliate.wcu.edu/staffsenate/2021/04/19/april-question-of-the-month/>

Recording of Allyship and Bystander Behavior - <https://affiliate.wcu.edu/staffsenate/2021/04/21/recording-culture-in-conversation-session-6-allyship-bystander-intervention/>

Student Government Association Report: SGA President Dawson Spencer

Read the full [Student Government Association Report](#).

Rebecca Hart has been elected as the new student body president.

Question from Dawson Spencer to Provost Starnes: Has the HEERF 3 been distributed yet?

Response from Mike Byers: We have not received HEERF 3 as of yet. We have received guidance from the system office about priorities on how to spend it.

Faculty Assembly Report: Reporting Delegate Vicki Szabo

Read the full [Faculty Assembly Notes](#) from the April 16, 2021 Meeting

Vicki Szabo shared that the Key point was that there is no system mandate on the requirement of vaccines.

CFC Canvas Update: Eli Collins-Brown, Director of Coulter Faculty Commons

Read the [Full Report](#) on Canvas Migration.

On May 17th, all courses will be using canvas. Student access goes away May 31st. Read the full report.

Comment from Indi Bose: I am having trouble registering.

Response from Eli Collins-Brown: go to canvas.wcu.edu, registration link is on page.

Athletics Committee Report: Todd Collins

Read the full [Athletics Committee Report](#).

Question from Kadie Otto: Is the committee going to look at clustering inside each sports team?

Response from Todd Collins: We will investigate and get back to you on it.

Response from Provost Starnes: The system doesn't require us to differentiate in that way.

Recommendations from Standing Committee on Faculty Salaries: Richard Starnes

Read the [Standing Committee on Faculty Salaries Policy Recommendations](#).

Question from Sudhir Kaul: Can you talk about the 30% bar? It seems low.

Response from Provost Starnes: It sets up a floor, not a ceiling. This helps in setting achievable goals to track progress over time.

Question from Kristin Calvert: I would like to know what the 40% means in actual money?

Response from Provost Starnes: I cannot tell you by CIP code. Cory Causby is addressing this and to get us to 30% is fairly modest. These are approximate numbers, about \$175,000 gets up to 30%. The full plan is to get us to the 50th percentile.

Kadie Otto added that it is nice to have a 75% goal there. We talked about a floor. There were different issues with that. We should feel positive. We have full support of the Provost and Chancellor. Chancellor Brown will talk further about breaking news on the house bill.

Chancellor Brown shared that we have HB 243 breaking news and asked Meredith Whitfield to elaborate.

Meredith Whitfield shared that the HB 243 amended form passed the senate yesterday. It did go back to the house for a vote. SENIC has been advocating heavily against section 1 HR changes, including having those changes having a deadline to the end of this year. SENIC applied pressure, and originally both the Governor and GA stated support, but as a result of SENIC advocacy, the Governor said he would veto if it passed and section 1 remained. They are pulling back the legislation and they will be removing section 1 with the HR provisions everyone was concerned about.

COUNCIL and COMMITTEE REPORTS

Academic Policy and Review Council: Chair Roya Scales

We have fully enacted starting this fall 2021 the recommendations from the non-curricular task force.

We have reviewed 194 curriculum approvals, with 9 more to look at.

We have made recommendations for the subcommittee to consider. There needs to be continuous review of proposals and have a process in place to review the curriculum process. This will be a continuous job. In thinking about other initiatives, we may need to review the previous resolutions we have passed as well to look at review cycles.

We are looking at revising the faculty handbook for changes to the UCC. Other changes will need to be made as well. APR 17 and other sections seem dated. We could have a long-range plan of review every 5 years.

We want to see more involvement by junior faculty and how to fully integrate them into service and engagement of the institution.

We want to see representation on the faculty senate be reviewed.

Collegial Review Council: Chair Carrie Rogers

We have two resolutions in new business.

The CRC is seeking feedback on the yearly trainings for collegial review committees that happen in the fall. We are working with Shea Browning and Associate Provost Brandon Schwab.

Faculty Affairs Council

Faculty Compensation: Chair Sean Mulholland

Sean was able to speak with faculty assembly this past Friday, and he received a number of questions. Sean has been in contact with faculty all over about his data. Thanks to Chancellor Broan and Provost Starnes for the space to do this work. We are slowly moving the needle positively. We are optimistic that people understand this is a long run challenge.

Student Perception of Learning (SPL): Martin Tanaka

2020-2021 FAC Resolutions

- The Faculty Affairs Council has been meeting almost every Friday this semester to prepare for the introduction of a new system to obtain student feedback.
- We provided information about the new system during the February faculty senate meeting and the March meeting.

- After receiving insightful and useful feedback from members of the faculty we have decided to proceed with one of our resolutions and to hold one of our resolutions until next year
- Resolution #2 defines specific actions to Reduce Bias in Student Feedback Activities – we will be voting on this today.
- We will hold Resolution #1 until next year. It is the proposal to adopt the SPL. Instead I will describe a plan to finalize its development during the upcoming academic year.
 - First - Establish a committee reporting to the FAC that includes members with expertise in assessing self-reported measures
 - Committee is charged with defining the SPL questions and scales and presenting them at the November FS meeting
 - SPL questions and scales will be finalized by December 2021 – at that time project responsibility will shift to the FAC
 - FAC will work with OIPE to enable the SPL to be implemented in course eval and identify the departments that will participate in pilot testing – this can be done in the fall in parallel with the work of the committee
 - FAC will organize pilot testing of the SPL, possibly reassessing Fall 2021 courses
 - The committee will assess the pilot data and report the outcome to the Faculty Senate during a regular meeting
 - FAC will write the resolution to implement the SPL in the Fall of 2022

Question from Vicki Szabo: This process started in 2018 with FAC. We talked about this and I thought this was moving forward this week. Now we are another year in waiting after a taskforce and FAC - going into a 4th year?

Response from Martin Tanaka: The initial taskforce identified the problems, FAC planned on using the SPL questions, but this year trying to implement has become problematic. When we started to dig into the questions, there were issues. In looking over the questions, we realized there were several redundant questions and we needed new ones. It is not appropriate to just send it out. We need experts that have knowledge of self assessment of learning. They were reverse-coded questions.

Question from Laura Wright: Where and how will this committee come about? Is this a faculty senate committee?

Response from Martin Tanaka: The chair will help us figure this out. We understand it will be a group of people at WCU with knowledge in the area. The FAC will make sure that this is vetted.

Question from Vicki Szabo: Will it have representatives from across the colleges? Elected or appointed?

Response from Martin Tanaka: This committee will report to the council. We need experts in the field. We have identified a few people already; however, nothing is defined at this point.

Comment from Enrique Gomez: Can the council do the leg work and create a sub-committee and do some work over the summer? Once the council has vetted the questions, it can come to the body? Do we need to appoint a committee?

Response from Kadie Otto: It will not happen over the summer. We plan to put forth names to Laura Wright, incoming chair, and recommend that we have a small group of experts in educational assessments and surveys, etc. Then it will be up to Laura to decide who they want to put on that committee.

Amy Murphy-Nugen shared that the previous task force made progress and made recommendations to move this forward. The concerns are similar to a lot of the same conversations we had. Is this an imperfect instrument? Probably. We also do not have additional resources to purchase or implement other instruments. The taskforce worked through the summer last year. We do not have the resources to bring the perfect instrument.

Further discussion proceeded.

Rules Committee: Laura Wright

We will discuss a resolution later in meeting.

Senate Report: Chair Kadence Otto

We used \$1,000 supporting 9 faculty with the AY funds we received that were not spent on “normal” expenses we incur.

NEW BUSINESS

Resolution Regarding the Revision and Addition of Language to Update the Non-Tenure Track Promotion Section in the Faculty Handbook: Laura Wright & Drew Virtue

Resolution regarding the revision and addition of language to update the Non-Tenure Track Promotion section in the Faculty Handbook

WHEREAS the faculty senate worked to create series of promotions for non-tenure track faculty (e.g., lecturer, instructor, senior instructor); and

WHEREAS the Provost's office promoted all lecturers to the rank of instructor during the spring 2020 semester and eliminated the rank of lecturer; and

WHEREAS the elimination of the lecturer rank limits non-tenure track faculty to one level of promotion throughout their careers; and

WHEREAS Western Carolina University should strive to retain non-tenure track faculty who excel in teaching and are committed to the university and surrounding community; and

BE IT RESOLVED, it is recommended that the WCU Faculty Handbook be amended to revise the current three-stage titles for non-tenure track faculty from lecturer, instructor, and senior instructor to instructor, associate instructor, and full instructor.

Read the [full resolution proposal](#).

*A motion was made by Laura Wright to accept the resolution as written.
Sean Mulholland seconded.*

Vote proceeded and passed.

Michael Boatright	yes
Indi Bose	yes
Chancellor Kelli Brown	does not vote
Kristin Calvert	yes
Todd Collins	yes
David de Jong	yes
Heidi Dent	yes
Heather Mae Erickson	yes
Garrett Fisher	yes
Mariana Fisher	Not present

Enrique Gomez	yes
Yancey Gulley	Yes via proxy Carrie Rogers
Jeremy Jones	yes
Sudhir Kaul	yes
Marco Lam	yes
Will Lehman	yes
Niall Michelsen	yes
Sean Mulholland	yes
Leigh Odom	yes
Kadence Otto	does not vote
Matthew Rave	yes
Carrie Rogers	yes
Roya Scales	yes
Provost Richard Starnes	does not vote
Vicki Szabo	yes
Elizabeth Tait	yes
Martin Tanaka	yes
Drew Virtue	yes
Elizabeth Wark	yes
Ashlee Wasmund	Yes via proxy Heather Mae Erickson
Laura Wright	yes

Resolution to Reduce Bias in Student Feedback Activities: Martin Tanaka

Resolution to Reduce Bias in Student Feedback Activities

WHEREAS the FS FAC recognizes the importance of continuous improvement toward the goals of minimizing bias, helping students to provide useful feedback, and assisting faculty and administrators to use these data properly; and

WHEREAS the FS FAC has identified evidence-based recommendations and developed specific action items to address each of them, then

BE IT RESOLVED, that the specific recommendations listed in this resolution Appendix (below) be implemented by those responsible parties within the institution during the 2021-2022 academic year.

Read the [full resolution proposal including appendices](#).

Comment from Enrique Gomez: Are we renaming the current instrument? Or, are we waiting?

Response from Martin Tanaka: When this was put together there were intentions to send it together with resolution #1 (SPL). We will need to update the language a little bit.

Question from Laura Wright: How do we implement the second part without the first part?

Response: This is a bit of an issue.

Indi Bose suggested we wait until the whole thing is together - table it until resolution 1 comes through.

Terry Pollard shared that action item 5 is the most promising and is one of the easiest items to try to implement.

Martin Tanaka made a decision to withdraw the resolution until further notice.

Resolution Recommending a COVID Impact Statement for AFE & TPR Spring 2021: Carrie Rogers

Resolution regarding COVID Impact Statement in TPR and AFE Processes

WHEREAS, the COVID-19 pandemic, which began in 2020, has changed the nature of how faculty were able to engage in the required areas of teaching, service, and/or scholarship; and

WHEREAS the COVID-19 pandemic, which began in 2020, has impacted each discipline and each faculty in differing and disparate ways; and

WHEREAS emerging guidance from national granting agencies and academic associations emphasize the importance of adapting policy and practice around faculty reviews in order to ensure that reviews will fairly and consistently account for the disruptions of the pandemic (Gonzales and Griffin 2020); and

WHEREAS the Provost's Office has created materials that will guide both department heads and faculty in documenting the impact of COVID-19 on teaching, service, and/or scholarship;

BE IT RESOLVED, the FS CRC strongly recommends that department heads provide a COVID Impact Statement detailing how the discipline was impacted by COVID-19 pandemic in 2020 and 2021 that faculty can place into their AFE and TPR files.

BE IT RESOLVED, the FS CRC also strongly recommends that Faculty include a COVID Impact statement in their AFE and TPR documents detailing the positive and negative impacts the pandemic has had on their personal teaching, scholarship, and service.

BE IT RESOLVED, the FS CRC also strongly recommends all administrators and faculty engage in review events in the spirit of collegiality and grace and to acknowledge the impact that COVID-19 has had on faculty ability to meet expectations in teaching, service, and scholarship.

Reference:

Gonzalez, Leslie and Kimberly Ann Griffin. 2020. Supporting Faculty during & after COVID-19: Don't Let Go of Equity. Washington, DC: Aspire Alliance

Vote proceeded and passed.

Michael Boatright yes

Indi Bose	yes
Chancellor Kelli Brown	does not vote
Kristin Calvert	yes
Todd Collins	yes
David de Jong	yes
Heidi Dent	yes
Heather Mae Erickson	yes
Garrett Fisher	yes
Mariana Fisher	absent
Enrique Gomez	yes
Yancey Gulley	Yes via proxy Carrie Rogers
Jeremy Jones	yes
Sudhir Kaul	yes
Marco Lam	yes
Will Lehman	yes
Niall Michelsen	yes
Sean Mulholland	yes
Leigh Odom	yes
Kadence Otto	does not vote
Matthew Rave	yes
Carrie Rogers	yes
Roya Scales	yes
Provost Richard Starnes	does not vote
Vicki Szabo	yes

Elizabeth Tait	yes
Martin Tanaka	yes
Drew Virtue	yes
Elizabeth Wark	yes
Ashlee Wasmund	Yes via proxy Heather Mae Erickson
Laura Wright	yes

Resolution WCU FS Call to Revise UNC System Chancellor Search Process: Vicki Szabo

Resolution: WCU Faculty Senate Call to Revise the UNC System Chancellor Search Process

Whereas, on July 22, 2020, the Committee on Personnel and Tenure of the UNC Board of Governors approved changes to Section 200.8 of the UNC Policy Manual (Policy on Chancellor Searches and Elections). These changes, amended in the UNC Policy Manual on September 17, 2020 ([BOG Transmittal Letter #135](#)) included a provision that permits the UNC System President to appoint finalists and install a Chancellor outside of the recommendations submitted by the local search committee and Board of Trustees.

Whereas, the UNC Faculty Assembly Executive Committee, the UNC Faculty Assembly, and the 17 UNC system Faculty Senates and / or governing bodies, opposed this provision in resolutions and statements, prior to and following its approval, due to its inconsistencies with the principles of institutional autonomy and shared governance.¹ Rationale for our opposition included the following objections:

** The provision does not enhance succession planning: the stated intent of the overall policy change is to “promote talent development and succession planning” and “to ensure a diverse and highly qualified pool of candidates for current and future chancellor vacancies.” While this is a laudable aim, the former policy already charged the President with encouraging interest from potential candidates within North Carolina. This prior process afforded the President ample opportunity to encourage qualified candidates and thus influence the pool of candidates without the need for the proposed provision.*

** The provision circumvents local shared governance and decision-making: the former Chancellor search process called for the establishment of a broadly representative Search Committee, including an extensive process of consultation with various local constituencies. Through the development of a leadership statement and shared vision, local Search Committees are uniquely qualified to identify the most promising candidates for their unique institution from within the search pool. A Chancellor imposed outside of this process may lack the goodwill and perceived legitimacy necessary for success.*

** The provision focuses on expediency over community: the former policy already granted the President the power to “return the slate to the Board of Trustees with instructions for further action” if unsatisfied with the outcome of a search. While attempting to streamline the process for leadership continuity and expedience, the provision and revised process does not provide the necessary time and diplomacy to ensure either consensus or community satisfaction with the candidate or process, which allows the successful candidate with greater chance for success and support from the University or School community.*

Whereas, the recent protests, resolutions, and controversies surrounding the appointment of Chancellor Allison at FSU (Fayetteville State University) in February 2021, as raised by faculty, staff, students, and alumni, echo many of the concerns raised in our objections.²

Be it resolved, in the spirit of building more effective, transparent, inclusive, and collaborative governance for all of our UNC System schools, the WCU Faculty Senate asks the Board of Governors, for the reasons stated above, to restore UNC System’s Chancellor Search process prior to the amendments of September 17, 2020, with the following suggested language:³

III. Search Philosophy and Candidates for Chancellor

A. Each chancellor search committee and the boards of trustees for constituent institutions shall make every effort to recruit and consider a diverse pool of exceptionally well-qualified individuals for chancellor vacancies and to consider candidates with both traditional academic experience as well as candidates with alternative backgrounds in business, industry, government, the military, and the not-for-profit sector.

B. The president shall undertake reasonable efforts to develop potential chancellor candidates within the University of North Carolina that shall serve to benefit future applicant pools for the position of chancellor.

C. The president shall ensure that opportunities for chancellor vacancies are promoted in a manner that encourages interest from well-qualified candidates who are current residents of the State of North Carolina. In any chancellor search, the president shall have the discretion to designate up to two individuals from the president's succession planning efforts to become candidates upon their submission of complete applications. Candidates designated by the president shall participate in search committee interviews and, at the discretion of the search committee, may be part of the slate of finalists referred to the Board of Trustees for consideration. Such candidates will not be provided undue consideration or favoritism.

Question from Sudhir Kaul: Will any other institutions pass a similar resolution? Do you know?

Response: There was talk , not sure who has.

Kadie Otto responded that there were several others who are passing a resolution.

Comment from Sean Mulholland: I am not sure that with this resolution, it would have changed anything that happened. It sounds like the BOT does not have to follow the recommendation of the search committee either and there is nothing in this document addressing it.

Response from Vicki Szabo: The complications of the role of trustees at FSU made it more problematic. It is more about the president and board choosing someone entirely different and that is what this resolution is getting to.

Question from David de Jong: Can anyone comment on the extent to which this might be a partisan (ie political) issue, and whether/how this resolution might have any political implications, unintended effects, etc., for WCU or UNC more broadly?

Response: We are just asking for what we asked for last year. There is some concern over this policy already. Some may appreciate it. Some may like it.

Sudhir Kaul made a motion to vote. Seconded by Carrie Rogers.

Vote proceeded and passed.

Michael Boatright yes

Indi Bose yes

Chancellor Kelli Brown does not vote

Kristin Calvert	yes
Todd Collins	yes
David de Jong	yes
Heidi Dent	yes
Heather Mae Erickson	yes
Garrett Fisher	abstain
Mariana Fisher	absent
Enrique Gomez	yes
Yancey Gulley	yes via proxy Carrie Rogers
Jeremy Jones	yes
Sudhir Kaul	yes
Marco Lam	yes
Will Lehman	yes
Niall Michelsen	yes
Sean Mulholland	yes
Leigh Odom	yes
Kadence Otto	does not vote
Matthew Rave	yes
Carrie Rogers	yes
Roya Scales	yes
Provost Richard Starnes	does not vote
Vicki Szabo	yes
Elizabeth Tait	yes
Martin Tanaka	yes

Drew Virtue	yes
Elizabeth Wark	yes
Ashlee Wasmund	Yes via proxy Heather Mae Erickson
Laura Wright	yes

MEETING ADJOURNMENT

Heather Mae Erickson motioned to adjourn. Leigh Odom seconded.

No objections.

Meeting Adjourned.