Appalachian State University
Faculty Senate Minutes

April 27, 2015 - First Session (Approved)

The Faculty Senate meeting was called to order by Chair Koch at 3:17 p.m. in the William Strickland Conference Room in I.G. Greer on Monday, April 27, 2015. Senators Dunston, Mitchell, Rice and Stanovsky were absent. Senators Hester, Howard and Szeto were excused.

I. Announcements

A. Chair Koch welcomed Senators and asked visitors to introduce themselves. Visitors were Doug Gillin (Athletics Office), Dr. Alan Hauser (P&R), Edgar Peck (RMPE) and Dr. Mary Reichel (Academic Affairs).

II. Minutes

A. Chair Koch asked for a motion to approve the minutes for April 13, 2015. Senator Erickson moved and Senator Zrull seconded to approve the minutes. Motion to approve the minutes for April 13, 2015 passed. (Vote #1)

III. Visitors’ Reports

A. Alan Hauser introduced the new Athletics Director Doug Gillin, who comes to ASU from the University of Missouri. Doug has been participating in a 2½ week Yosef Tour to eight cities in North Carolina, along with a stop in Atlanta. The tour’s goal is to promote ASU.

Doug also outlined the four core values that will be incorporated into the athletics programs at ASU. They are: 1) Academic Integrity. Athletes are seen first and foremost as students, then athletes. 2) Social Responsibility. Students need to represent ASU in the right way in all venues. 3) Competitive Excellence. 4) World Class Experience. It is important for student athletes to have a world class experience in travel, how they train, how they are educated, etc. He stressed that Athletics must align itself with the educational mission of the University.

Chair Koch asked about the ASU’s pre-season ranking in football. Doug indicated that some pre-season material has ASU ranked as #1 in the conference. This is good publicity. When asked about the issue of the Thursday night games coming up in the fall, Doug stated that a proposal is forthcoming to stage tailgating in the parking lots in the least disruptive manner for classes as possible.

Chair Koch also asked about how the problems in athletics at Chapel Hill had made his job more difficult. It has not made his job more difficult, as he found
compliance with standards at ASU such that for the past five semesters, the students have a cumulative average of over 3.0. Athletics will report directly to the Chancellor.

B. Edgar Peck was part of the subcommittee that has been working on the revisions to the Governance Handbook and came to field any questions that might arise regarding this work. With many policy manuals on campus, there was duplication which needed to be eliminated. He asked the Senate to endorse the changes that the subcommittee is recommending. The manual will be renamed in the near future – perhaps the Academic Policies & Procedures Handbook. Chair Koch stated that this item will be voted on as part of the Academic Policy Committee report. He also expressed appreciation for the hard work that has gone into the revisions.

IV. Chancellor’s Report

A. Chancellor Everts began by thanking the Senators for their service and congratulating them on their accomplishments in the Senate this year. She also voiced her appreciation for perspectives that were shared with her this year while she listened to gain insight into priorities on this campus.

B. Chancellor Everts continued by speaking about some developments and accomplishments that have taken place or will be forthcoming. Included in this list is the arrival of our new Provost Darrell Kruger, who will bring a wealth of experience to the job. He will strive to be both colleague and advocate and to support the work of dedicated faculty, staff and students. Thanks were also expressed for those serving on the search committee.

She was pleased to have found ways to provide salary increases and to secure approval for tuition increases over the next two years. The tuition increase will provide $4.2 million for 2015-16 and $4.4 million for 2016-17. Funds will be dedicated to areas of profound need at ASU, including increases in faculty salaries. Since her arrival at ASU, she has expressed the need for addressing compression and inversion issues and ensuring fair compensation for faculty and for faculty retention. There will also be increased funding for faculty development, including money for travel.

Income from the University Bookstore will provide extra money for scholarships. Officials from the SECU and ASU gathered to officially announce a $1.76 million grant in support of the Teachers’ Scholarship Program over a seven-year period. There will also be an increase in the number of Distinguished Professorships.

The Campaign for ASU raised $203 million, of which $6.3 million was contributed by faculty and staff. Enrollment increase for the upcoming year will
be modest – 116 students. Focus for freshman recruitment is on increasing academic profiles and racial diversity of the incoming class.

Chancellor Everts also recognized Jennifer Burris, Associate Professor of Physics for being selected as one of seventeen from across the state for the Award for Teaching Excellence. Thirty six faculty were promoted to Associate Professor and granted tenure; twenty faculty were promoted to full Professor, and twenty received emeritus status.

C. Chancellor Everts offered congratulations to the new Faculty Senate officers and opened the floor to questions. Senator Reed expressed appreciation to the Chancellor for the Faculty Club this year, which provided great opportunities for faculty to connect. The event has always taken place on Fridays, and it was asked if there could also be another day considered for those who teach Friday classes. The Chancellor noted that the staff has also requested that a Staff Club be implemented.

Senator Campbell asked about her perceptions of the current political environment in North Carolina. Issues may continue in Raleigh that will continue to make it difficult to recruit faculty to our state. She did indicate that in talking with people in Raleigh last week, she felt somewhat confident that there will be a vote on the university construction bond issue.

V. Provost’s Report

A. Interim Provost Aeschleman stated that he wanted to provide updates on motions that were passed in the Senate during the March and April meetings. He presented these to the Chancellor, and they have all been approved except the five resolutions related to supplemental pay. He will take these approved motions to the Board of Trustees. He also expressed thanks to the Senate for their hard work on revisions to the Faculty Handbook which will be distributed in the fall.

B. A question was raised at the last meeting about the UNC online Course Exchange Initiative. This was a mandate from the Board of Governors to the General Administration, the goal of which is to devise a system to enable students to take courses online at other campuses as easily as possible. This initiative is unfolding rapidly and was actually made active March 29. The rationale is to help students graduate on time, but it can also create problems such as whether courses will count toward graduation, have the pre-requisites been met for courses, how does the quality of a course compare from one campus to another, etc. The focus of the proponent of this initiative is in the areas of financial and IT concerns, instead of considering how campuses work related to course content and quality. When Stan became aware of how fast this was being implemented, he set up a Task Force
two months ago, which is headed by the Registrar and the Sr. Associate Registrar. They have met twice and are working on policies with checks and balances in place for students. The situation is not currently an issue because there are so few students involved, but preparation for the future is necessary. Chair Koch asked whether faculty would have input in terms of approving courses. Stan said yes and that there will be checks and balances in place for implementing the policy. Senator Strazicich asked about the tuition from these courses. Stan said that the home institution would keep the tuition, and the host institution would get the credit hours.

VI. Chair’s Report

A. Chair Koch requested changing the agenda such that recognitions would come at the end of the Chair’s report. He and Paul Gates met last week with the new Provost Darrell Kruger and discussed issues and concerns. It was a positive meeting; he listened and took copious notes. He was unable to attend today’s meeting. The Post-Tenure Review Task Force has submitted its final report with all of the changes incorporated. A list of Faculty Handbook changes is being prepared to present to the Board of Trustees at the June meeting. The McInnis Bill (SB 593) has been pulled, and the leadership in the state legislature does not seem interested in pursuing this.

The Deans’ Evaluations are being finalized, and Senator Erickson reported that his committee is meeting with Stan on Monday. The evaluation will be completed after that meeting and a copy will be sent to Chair Koch.

Chair Koch mentioned again to President Ross that the Faculty Assembly needs to be incorporated into the UNC Code. He seemed somewhat amenable to that idea.

B. Vice Chair Gates attended the Faculty Assembly meeting on April 17, 2015 (See Handout, Appendix D). The first issue discussed was the McInnis bill, which was mentioned previously. During the morning session, there was discussion about the status of faculty as employees of the State and not just as teaching faculty. This was an entry point into how the campus liaison might be used to work with the Senate to make proposals. Retirement programs were also addressed in terms of expanding the offerings in the 403(b) program to incorporate other financial companies. Finishing up the morning session, the calculation of hours worked is an issue for the Affordable Care Act. There is a little confusion because the State calculates these differently than the feds do.

During the afternoon session, the issue of politicization was discussed. The procedures for appointment of the Board of Governors will be addressed. Apparently, North Carolina is one of few states which allow Board of Governors’ appointments by direct action of the legislature. The Faculty Assembly would like
to see changes in that process. The Governors are deeply divided on this and other issues, which could provide an opportunity to exploit that division.

There were two resolutions which passed unanimously: One supporting the return of campus control over centers and institutes and a second supporting the enhancement of faculty participation in the process of the search for UNC President. The Executive Committee is also drafting a resolution regarding procedures for campus chancellor searches.

Chair Koch asked if there had been any discussion about increasing the financial commitment to the optional retirement plan. Vice Chair Gates said yes, it was discussed. The contribution has remained the same since 1997 and needs to change.

VII. Committee Reports

A. Academic Policy Committee (Campbell, Crepeau, Ortiz, Osinsky, Zrull)

1. Senator Campbell reported that one of the projects they have been working on throughout the year is trying to create a board that would have input with the EDC, especially the Equity office. They have met repeatedly with Bindu Jayne, who has been very helpful. It is important for the faculty to respond to what is perceived as errors and grievances, but also to have input into certain kinds of decisions. There have been difficulties in deciding who will populate this board. He said that he is sorry this has not yet been accomplished, but that they are making progress.

2. Senator Zrull brought two items to the Senate for a vote. The first is a Faculty Handbook change in Section 7.3.4.2 related to ex-officio members from Gen Ed on the Undergraduate AP&P. This is a recommendation from committee. Motion FS 14-15/04-27-01 passed approving the changes to Section 7.3.4.2 of the Faculty Handbook. (Vote #2) (See Appendix A)

The second item relates to the work of the subcommittee of AP&P which has been revising the Academic Governance Handbook (which will be renamed the Academic Policies & Procedures Handbook). In the course of this year and last year, the revisions to this document have mostly involved deleting what does not belong in this manual because it is duplicated elsewhere. The duplications (items that appear in other documents) have been noted. (See Appendix B) Motion FS 14-15/04-27-02 passed to endorse the changes to the Academic Governance Handbook. (Vote #3)
B. Agenda Committee (Koch, Aycock, Erickson, Gates, Provost Aeschleman)

No report.

C. Budget Committee (Dunston, Rice, Stallworth, Strazicich, Szeto)

No report.

D. Campus Planning Committee (Coffey, Frye, Hageman, Howard, Westerman)

No report.

E. Campus Technology Committee (Fenwick, Mitchell, Murrell, Reed, Spaulding, Wangler)

No report.

F. Committee on Committees (Gates, Everhart, Morehouse, Oliver, Villanova, Weddell)

1. Vice Chair Gates reported on the nominations for non-elected University committees which were received during the Faculty Senate elections. The work has involved verifying that faculty who were nominated (sometimes unbeknownst to themselves) were willing to serve. He read aloud the list of the committees and their recommended members and asked for Senate approval of this slate of candidates. **Motion FS 14-15/04-27-03 passed to approve the presented slate of candidates for the non-elected University Committees. (Vote #4)** (See Appendix E)

2. Vice Chair Gates provided a report from the meeting with Terry Rawls, Director of Outreach and Summer Sessions. At the request of the Vice Chair, this meeting was set up by Interim Provost Aeschleman after Dr. Rawls was appointed. Dr. Rawls was questioned about his general attitudes toward faculty governance and about his experiences and background in the for-profit educational sector. He was asked to speak about some statements he had made in the recent past about alternative models of faculty governance, rather than following the traditional path of faculty rising through the ranks into administrative positions. He supported that line of thinking and said that it was good, inevitable and already underway. He mentioned that this provided for differences in points of view. Those in attendance felt uncomfortable about the possibility of his embracing a diminished role for faculty in campus governance.
Some history of his background was discussed (See Appendix F), and concerns remain regarding Dr. Rawls’ involvement with the Heald and Corinthian institutions. He described his experience in online education and has no plans to institute a particular program or to prescribe pedagogical methods. He said he did know how to accomplish goals of online education once the faculty had determined academic content.

Chair Koch thanked those who attended this meeting and noted that this is a matter that the Senate will need to keep an eye on.

G. Faculty Governance Committee (Koch, Gates, Aycock, Hindman, Mary Reichel for Academic Affairs)

See Unfinished Business.

H. Welfare of Students Committee. (Gosky, Gross, Hamilton, Peterson-Sparks, Phillips, Stanovsky, West)

I. Faculty Welfare and Morale Committee. (Erickson, Flanders, Pitofsky, Pollitt, Reck, Stoddard)

VII. Unfinished Business

A. Chair Koch noted that the language proposed for changes to the Faculty Handbook regarding a candidate who is being considered for tenure having the right to speak before the PTC had been referred back to the Faculty Governance Committee. The final revised language which is being proposed by this committee is found in Appendix C. **Motion FS 14-15/04-27-04 passed to approve the final revisions of Sections 4.1.8.2 and 4.4.3 of the Faculty Handbook. (Vote #5) (See Appendix C)**

VIII. New Business

None.

IX. Continuation of Chair’s Report and Other Considerations

A. Chair Koch recognized Senators who would be leaving the Senate this year. Certificates of appreciation were given as recognition of their service, and also for the officers who have served this year.

B. The floor was opened for nominations for a new chair for 2015-2016. Paul Gates was nominated for Chair by Senator Strazicich. Senator Aycock seconded the motion. Beth Frye was nominated for Vice Chair by Senator Strazicich and Rene Salinas was nominated by Senator Gosky. There were no nominations for
Secretary.

C. Senator Stoddard offered some remarks on behalf of Chair Koch and his three challenging years as Chair of the Senate, enumerating many obstacles that had been faced and noting the positive strides made during his tenure, and the era of cooperation that has resulted. Great gratitude was expressed in the form of a standing ovation by the Senators. (See Appendix G)

X. Adjournment

Senator Aycock moved and Senator Peterson-Sparks seconded to adjourn the meeting. Motion to adjourn passed. (Vote #6) Meeting adjourned at 4:30 p.m.

<table>
<thead>
<tr>
<th>Vote Number</th>
<th>Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Motion to approve the Faculty Senate minutes for April 13, 2015 passed.</td>
</tr>
<tr>
<td>2</td>
<td>Motion FS 14-15/04-27-01 passed approving the changes to Section 7.3.4.2 of the Faculty Handbook. (See Appendix A)</td>
</tr>
<tr>
<td>3</td>
<td>Motion FS 14-15/04-27-02 passed to endorse the submitted changes to the Academic Governance Handbook. (See Appendix B)</td>
</tr>
<tr>
<td>4</td>
<td>Motion FS 14-15/04-27-03 passed to approve the presented slate of candidates for the non-elected University Committees. (See Appendix E)</td>
</tr>
<tr>
<td>5</td>
<td>Motion FS 14-15/04-27-04 passed to approve the final revisions of Sections 4.1.8.2 and 4.4.3 of the Faculty Handbook. (See Appendix C)</td>
</tr>
<tr>
<td>6</td>
<td>Motion to adjourn passed.</td>
</tr>
<tr>
<td>SENATORS</td>
<td>1</td>
</tr>
<tr>
<td>----------------------</td>
<td>---</td>
</tr>
<tr>
<td>Frank Aycock</td>
<td>Y</td>
</tr>
<tr>
<td>Eli Bentor</td>
<td>A</td>
</tr>
<tr>
<td>Karl Campbell</td>
<td>Y</td>
</tr>
<tr>
<td>Richard Crepeau</td>
<td>Y</td>
</tr>
<tr>
<td>Leigh Dunston</td>
<td>A</td>
</tr>
<tr>
<td>Travis Erickson</td>
<td>Y</td>
</tr>
<tr>
<td>Chad Everhart</td>
<td>Y</td>
</tr>
<tr>
<td>Jay Fenwick</td>
<td>Y</td>
</tr>
<tr>
<td>Beth Frye</td>
<td>E</td>
</tr>
<tr>
<td>Paul Gates</td>
<td>Y</td>
</tr>
<tr>
<td>Ross Gosky</td>
<td>Y</td>
</tr>
<tr>
<td>Lisa Gross</td>
<td>Y</td>
</tr>
<tr>
<td>Steve Hageman</td>
<td>Y</td>
</tr>
<tr>
<td>Leah Hamilton</td>
<td>Y</td>
</tr>
<tr>
<td>Brooke Hester</td>
<td>E</td>
</tr>
<tr>
<td>Hugh Hindman</td>
<td>Y</td>
</tr>
<tr>
<td>Barbara Howard</td>
<td>E</td>
</tr>
<tr>
<td>Alanah Mitchell</td>
<td>A</td>
</tr>
<tr>
<td>Robin Morehouse</td>
<td></td>
</tr>
<tr>
<td>Zack Murrell</td>
<td>A</td>
</tr>
<tr>
<td>Nancy Oliver</td>
<td>Y</td>
</tr>
<tr>
<td>Patricia Ortiz</td>
<td>Y</td>
</tr>
<tr>
<td>Pavel Osinsky</td>
<td>Y</td>
</tr>
<tr>
<td>Elicka Peterson-Sparks</td>
<td>Y</td>
</tr>
<tr>
<td>Debbie Phillips</td>
<td>Y</td>
</tr>
<tr>
<td>Alex Pitofsky</td>
<td>Y</td>
</tr>
<tr>
<td>Phoebe Pollitt</td>
<td>Y</td>
</tr>
<tr>
<td>Greg Reck</td>
<td>Y</td>
</tr>
<tr>
<td>Randy Reed</td>
<td>Y</td>
</tr>
<tr>
<td>Dea Rice</td>
<td>A</td>
</tr>
<tr>
<td>Trent Spaulding</td>
<td>Y</td>
</tr>
<tr>
<td>Lynn Stallworth</td>
<td>Y</td>
</tr>
<tr>
<td>Derek Stanovsky</td>
<td>A</td>
</tr>
<tr>
<td>Jim Stoddard</td>
<td>Y</td>
</tr>
<tr>
<td>Mark Strazicich</td>
<td>Y</td>
</tr>
<tr>
<td>Kin-Yan Szeto</td>
<td>E</td>
</tr>
<tr>
<td>Peter Villanova</td>
<td>Y</td>
</tr>
<tr>
<td>Kim Wangler</td>
<td>Y</td>
</tr>
<tr>
<td>Melissa Weddell</td>
<td>Y</td>
</tr>
<tr>
<td>Stephanie West</td>
<td>Y</td>
</tr>
<tr>
<td>Jennifer Westerman</td>
<td>Y</td>
</tr>
<tr>
<td>Dale Wheeler</td>
<td>Y</td>
</tr>
<tr>
<td>Mark Zrull</td>
<td>Y</td>
</tr>
</tbody>
</table>
Appendix A

7.3.4.2 Undergraduate Academic Policies and Procedures Committee

(a) Members on Committee: 17–15 faculty and 2 undergraduate students.

The student membership (one-year term) shall include two undergraduate students as a voting member. The student member shall be selected by the Student Government Association.

The student will serve as liaison between the Academic Policies and Procedures Committee and the Student Government Association.

The faculty voting members of AP&P shall include at least one faculty member from each college or school (with the exception of the Graduate School and University College), the library, with additional faculty members based on the current proportions of full-time equivalent (FTE) faculty.

The ex-officio non-voting membership of AP&P shall include one person from each of the following areas: dean’s office in each college/school, one member from the Faculty Senate’s Academic Policy Committee, one member from the provost and executive vice chancellor’s office, Registrar, Distance Education, and Academic Advising, and General Education.

The provost and executive vice chancellor, or his/her designee, will convene the first meeting and facilitate the selection of a chair, or co-chairs, from among the voting members of the committee.

(b) the Undergraduate AP&P Committee will send out its agenda to all faculty at least 6 days prior to a meeting

(c) report to: the provost and executive vice chancellor;

(d) areas of responsibility: The major area of responsibility shall be the curriculum.

Other areas are: academic policies, advanced placement; graduation requirements; hearing appeals concerning academic matters from any college/school, department, member of the faculty, or students and matters referred to it by the provost and executive vice chancellor or the chancellor.
Appendix B

Proposals to edit the Academic Governance Handbook (AGH)
Faculty Senate April 27th, 2015

Academic Policy Committee Proposal

1. Propose deleting the following sections of the Academic Governance Handbook because they appear in other Appalachian State University governing documents (Faculty Handbook, Undergraduate/Graduate Bulletins, Policy Manual). You can see which document each section appears below. These changes have also been approved by the AP&P Committee.

Absences from classes and class attendance- appears in the undergraduate catalog and graduate catalog
Academic Standing- appears in the undergraduate catalog and graduate catalog
Advanced Placement Program- appears in the undergraduate catalog
Auditing Courses- appears in the undergraduate and graduate catalogs
Chancellor's list- appears in the undergraduate catalog
Classification- appears in the undergraduate catalog
Course examinations- appears in the undergraduate catalog and faculty handbook
Credit by examination- appears in the undergraduate and graduate catalogs
Credit Limitations- appears in the undergraduate and graduate catalogs
Credit for Prior Learning- appears in the undergraduate catalog
Graduation with honors- appears in the undergraduate catalog
Dean's List- appears in the undergraduate catalog
Grades and grade-point average- appears in the undergraduate catalog and graduate catalog
Grade Submission- appears in the undergraduate catalog and faculty handbook
Graduation- appears in the undergraduate catalog, graduate catalog, and faculty handbook
Graduation with honors for undergraduate students seeking second degree- appears in the UG catalog
Honorary degree policy and procedure- appears in the policy manual
Inclement weather policy and procedure statement- appears in the undergraduate and graduate catalog
Institutional Credit- appears in the undergraduate catalog
Internship- appears in the undergraduate and graduate catalog
Major Tests and Assignments Prior to Exams- appears in the undergraduate catalog and faculty handbook
Pass-Fail Grading Option- appears in the undergraduate and graduate catalog
Readmission- appears in the undergraduate and graduate catalog
Repeat Policy- appears in the undergraduate catalog and graduate catalog
Residency Requirements/Credit Limitations- appears in the undergraduate and graduate catalog
Second Degree- appears in the undergraduate catalog
Second Major- appears in the undergraduate catalog
Second Master’s Degree- appears in the graduate catalog
Tuition Surcharge- appears in the undergraduate catalog
Veterans’ academic credit- appears in the undergraduate catalog
Withdrawal from the University- appears in the undergraduate catalog and graduate catalog

2. Propose editing the following section of the Academic Governance Handbook to provide clarification for authors preparing curriculum proposals, and direct authors to the Policy Manual, which provides detailed information.
Contact time  (Academic Governance Handbook-Existing)
The university requires the following amount of contact time per credit hour generated. Please remember that the amount of contact time remains constant, regardless of the academic term in question. One contact hour = 50 minutes.

One semester hour  -- Minimum of 750 contact minutes (15 weeks x 50 minutes)
Two semester hours  -- Minimum of 1500 contact minutes
Three semester hours -- Minimum of 2250 contact minutes
Four semester hours  -- Minimum of 3000 contact minutes

Contact time  (Academic Governance Handbook-Proposed)
A course must meet for a minimum of 750 minutes for every semester hour of credit. One contact hour = 50 minutes. The amount of contact time remains constant, regardless of the academic term in question.

One semester hour  -- Minimum of 750 contact minutes
Two semester hours  -- Minimum of 1500 contact minutes
Three semester hours -- Minimum of 2250 contact minutes
Four semester hours  -- Minimum of 3000 contact minutes

The Appalachian State University Policy Manual (LINK) provides a thorough explanation of credit hour applications across different modes of instruction and contact time required including, but not limited to:
  Lecture or Seminars
  Web/Web Based Majority/Web Based Hybrid
  Lecture/Laboratory Class Instruction
  Combined Lecture/Lab or Studio
  Clinical
  Laboratory Class Instruction
  Laboratory
  Studio
  Performance/Recital/Ensemble
  Physical Education/Outdoor/Activity Based
  Conversational Foreign Language
  Lesson/Individual Instruction
  Independent Study
  Experiential, Research, Individual Study, Student Teaching
  Continuing Education
  Study Abroad/Study Away
  Short Course/Conferences/Workshops
Appendix C

Proposed language in red:

4.1.8 Procedures of Departmental Promotion and Tenure Committees
4.1.8.2 All meetings of promotion and tenure committees shall be held on campus. Each member of an academic department must be notified in writing of all meetings and agenda items of the PTC. The announcement should clearly state the time and place of the meeting and it should become a part of the PTC’s permanent records. All tenure-track faculty members who so desire, except for those who must recuse themselves (see section 4.1.8.8; 5.1.1.3; and 5.1.2), may present their views before the committee in regard to any item(s) on the agenda. A candidate being considered for tenure and/or promotion has a right to speak before PTC about his/her own case before the committee begins its deliberation on the decision. The candidate’s department chair will inform the candidate of this right in writing at least ten working days prior to the PTC meeting (see section 4.4.3.)

4.4 Reappointment, Promotion, and Tenure
4.4.3 A faculty member who is to be considered for reappointment, promotion or permanent tenure must be notified by the departmental chair in writing ten working days prior to the meeting at which the faculty member’s case will be considered. At the same time, the department chair will notify the candidate of his/her right to speak before the PTC. As used herein and throughout this Faculty Handbook, the term “working days” means any day other than Saturday, Sunday or an official University holiday.
Appendix D

UNC Faculty Assembly – Chapel Hill, April 17, 2015

Prior to the official start of the Assembly meeting, Chair Steve Leonard briefly discussed the then-news that the McInnis “8 courses” bill had been pulled from the Rules Committee on orders from the Senate leadership less than 48 hours earlier.

McInnis, whose nephew is president of Richmond Community College in Hamlet, is said to be rewriting the bill, one of 45 he filed this session.

McInnis has been angered by a Chapel Hill professor who wrote to him pointing out that university research contributes $800 million to the economy. Playing the political advocacy card, McInnis wrote back that he must be an official university spokesman since he wrote back using his university e-mail account during work hours.

The morning session was dedicated to an overview of faculty’s status as state employees in addition to the teaching faculty role. A major theme was that campus legislative liaisons should be working with Faculty Senates and not just the Council of Chairs on items such as a proposal to cut $18 million from advancement support.

Matt Brody, the new vice-president of Human Resources reported that the system-wide deferred compensation (457) plan would be rolled out soon. He also reported that the TSERS retirement plan is considered one of the top five state defined benefit plans in the country, and that the G.A. is seeking an increase in the state contribution, which has been 6.84% since 1997. They also advocate an expansion for ORP participants from Fidelity and TIAA-CREF only for the $6 billion 403(b) plan.

For purposes of ACA adjunct instructor calculation, the state considers one three-credit course to require nine hours of work per week (one hour per credit). The federal government calculation, though, is 2.25 hours of work for each credit, or 6.75 hours per three-credit course.

The political climate and politicization of the university governance process was the main topic of discussion and cause of action in the afternoon executive session. Leonard told the Assembly that opposition to policy is now regarded as opposition to party. A lengthy discussion followed about plans to discuss Board of Governors appointment procedures with legislators and to seek change in that process. North Carolina is apparently one of very few states which allow board appointments by direct action of the state legislature.

Leonard said that the Governors are “deeply divided” but operate by consensus. He sees a potential to exploit that division with the aid of one Governor who “votes his conscience.”

Two resolutions were also passed unanimously. One supports a return to campus control over the establishment and management of centers and institutes. The other supports enhancement of faculty participation in the UNC president search process. The Executive Committee is in the drafting stage for a resolution on procedures for campus chancellor searches.

Paul Gates
Vice-chair, Faculty Senate
Appendix E

University Non-elected Seats

Academic Integrity Board: Kim Becnel (LES) and Louise Keegan (CSD)

Academic Policies and Procedures Committee: Jason Miller (TED), Dinesh Dave (CIS) and Chip Debelius (TED)

Admissions Committee: Benjamin Sibley (RMPE), Chip Debelius (TED) and Chip Williams (TEC/ART)

Arts & Cultural Programs: Joe Boitnotte (RMPE) and Elizabeth Fiske (NUR)

Awards Committee: Pam Kidder-Ashley (PSY), Bo Bolick (RMPE) and John Dawson (ECO)

Library Services Committee: Eli Bentor (ART) and Jayjit Roy (ECO)

Non-tenure Track Faculty Committee: One tenure-track vacancy. (Need COB, COE, FAA or MUS)

Registration and Calendar Committee: Suzanne Wise (LIB) and Bo Bolick (RMPE)

Traffic Policy: Terry Anderson (MAT) and Edgar Peck (RMPE)

University Bookstore Committee: Rachel Fleming (LIB), Lisa Poling (C&I), Andrea Cheeseman (MUS), and Richard Christiana (HES)

University Forum Committee: Two vacancies. (Need COE, FAA or MUS)
Appendix F

Meeting with Terry Rawls – April 15, 2015

Jeff Bortz, Karl Campbell*, Jill Ehnenn, Paul Gates*, Steve Hageman*, Zack Murrell* and Greg Reck* *indicates current faculty senator

Following introductions and a brief outline by Dr. Rawls of his educational background, professional and academic experience as a counselor and employment in the for-profit education sector, the six faculty in attendance posed questions which can be broadly grouped into three categories: attitudes toward faculty governance, for-profit educational background and on-line course design and delivery.

I. Responding to questions about published statements indicating that he welcomed alternatives to the traditional path of faculty rising through the ranks into administrative positions, Dr. Rawls said that such a shift was inevitable and in fact already underway. He added that fewer former faculty among administrators allowed for input from persons of different backgrounds. Further discussion left the group unpersuaded as to the benefits of a diminished role for faculty in campus governance.

II. Dr. Rawls explained that he left Central Michigan University in 2006 when he was recruited for the presidency of Jones University, a for-profit institution owned by a cable television magnate but left after six months due to a conflict in management styles. In 2010, he was recruited to Heald College, another for-profit, to help its locations move from two to four-year programs.

Corinthian College, a large for-profit chain which has closed many of its campuses since 2013, bought Heald in early January 2010, but Dr. Rawls told the group that before he left in 2012 he “held Corinthian management at a distance” and was unfamiliar with its practices. Coincidentally, on the day before this meeting, the U.S. Department of Education’s Office of Federal Student Aid notified Corinthian that it was imposing a fine of more than $29.6 million on the corporation because it was unable to determine the accuracy of placement data reported for its Heald campuses at least as far back as 2010. The 12-page letter outlining the reasons for the fine cited 947 instances of inaccurate reporting on student placement. Concerns about Dr. Rawls’ association with Heald/Corinthian remain.

In 2013, Dr. Rawls was recruited by UniversityNow, a for-profit educational institution, to guide its recently acquired Patten University, a small, formerly Christian institution, to accreditation. After that brief tenure, he left for Denver and formed an education consultancy.

III. Dr. Rawls described extensive experience in on-line education. He told the group that he had no plans to institute a particular program or prescribe pedagogical methods, but said he did understand how to accomplish the goals of on-line education once the faculty had determined academic content appropriate to their course requirements.

Paul Gates
Vice-chair, Faculty Senate
April 25, 2015
Appendix G

A Letter to the Faculty Senate

How pleased I am to offer these words on behalf of Faculty Senate Chairman Andy Koch this afternoon.

I have been a faculty member at Appalachian State University for 17 years, serving under Chancellor Borkowski, interim Chancellor Durham, Chancellor Peacock, and now Chancellor Everts.

The most recent 5 years have been especially challenging for faculty for at least two major reasons. First, beginning with Governor Perdue, the state government has drastically cut higher education budgets.

In addition, there have been several instances where it appeared that the administration was taking an adversarial position with respect to faculty rights. A few instances come to mind including the administration desiring to impose a Fitness to Work Policy on faculty, the administration protocol toward faculty disciplinary penalties, the desired implementation of EthicsPoint software, an incident reporting software allowing students to anonymously report perceived instructor of wrong doing, to name just a few.

During this time Chairman Koch worked tirelessly on behalf of the faculty to protect our rights and defend the important role that we play in the university’s operations, spending timeless hours with university administrators at Appalachian State University as well as with the University of North Carolina Faculty Assembly. Under his leadership the Fitness to Work Policy was not implemented, the EthicsPoint software was not implemented, and new wording in the Faculty Handbook that the Provost and Executive Vice Chancellor consult with the Chair and Vice Chair of the Faculty Senate prior to the imposition of serious sanctions upon faculty has been approved by the Faculty Senate and awaits approval of the Provost.

Sometimes organizations get lucky. In 2014, with the appointment of Chancellor Everts, there became a confluence of faculty and administrative leadership that worked together to effect positive changes at our university. The university has already benefitted from the collaboration between Chancellor Everts and Chairman Koch. We hope this era of cooperation rather than conflict continues as Chairman Koch moves on to future endeavors.

On behalf of the faculty of Appalachian State University I would like to offer my sincere gratitude to Faculty Senate Chairman Andy Koch for his strong leadership, and his vociferous defense of shared faculty governance and academic freedom as we continue the transition from the “we versus they mentality” toward the “us mentality” in university governance.

Thank you Chairman Koch for your service to our university.