

**Appalachian State University
Faculty Senate Minutes**

November 12, 2018

The Faculty Senate meeting was called to order by Chair Howard, at 3:15pm in the William Strickland Conference Room, I.G. Greer room 224, on Monday, November 12, 2018. Senators Hartley, Cheney, Dakin, and Monroe were not in attendance.

I. Announcements

- A. Chair Howard welcomed senators and visitors to the meeting. Visitors were Heather Langdon (Director, IRAP), Amanda Lago (Director of Academic Affairs, SGA), Randy Edwards (Vice Chancellor, University Advancement), Paul Forte (Vice Chancellor, Business Affairs), D. Terry Rawls (Exec Dir Edu Otrch & Sum Prog, App State Online), Mark Bachmeier (Director, Human Resources), Thomas Sherrill (Watauga Democrat), Hank Foreman (VC/Chief of Staff, Chancellor's Office), Melba Spooner (Dean, RCOE), Thomas Whyte (Professor, Anthropology), Rene' H Horst (Professor, History), Ralph E. Lentz II (Senior Lecturer, History), Cameron Gokee (Assistant Professor, Anthropology), Bob Hill (Ombudsman, University Ombuds Office), Debbie Race (University Registrar), Moss Brennan (AppState Student), Becky Gosky (Staff Senate Executive Board), Cindy Barr (Enrollment Management), Audra Vaz (Executive Director, Office of Annual Giving), Chip Debelius (Building Science), Tanner Greaves (Director, Office of Annual Giving), and Mark Ginn (Provost & Exe VC, Academic Affairs).
- B. Senator Brooke Hester, who serves on the Interpersonal Violence Working Group, made an announcement. Her task is to find out what did and did not work in relation to the Interpersonal Violence Training that was offered last year. Individuals should have received a survey on November 9, 2018 from the Interpersonal Violence Group. On behalf of the group, Senator Hester asked that each Senator take the survey to their department and encourage participation from department members in effort to provide feedback supporting the training effectiveness and future improvements.
- C. Chair Howard introduced the new Faculty Senate Administrative Assistant, Carrie McNeil.

II. Minutes

- A. Chair Howard asked for a motion to approve the minutes from October 8, 2018. Senator Fitts made the motion and Senator Dunston seconded the motion to approve the minutes. Senator Behrent made a motion to amend the minutes and postpone approval to the November meeting seconded by Senator Odogu. Chair Howard noted that the recording of the October 8 meeting malfunctioned, and that amendments based on additional notes would be made. **Motion to postpone the approval of the October 8, 2018 minutes passed. (Vote #1)**

III. Visitors' Reports

- A. Audra Vaz spoke on the topic of faculty philanthropy. The Office of Annual Giving has a 2019 fiscal year goal to raise \$850,000 for the Appalachian Fund which provides support to Student Success and Academic Excellence, University Outreach and Engagement, and Faculty and Staff Enrichment. Faculty and Staff generously support the App Fund as 29% of all Faculty and Staff are donors to Appalachian. The Office of Annual Giving would like to see improvements in donor numbers while thanking those who are current donors. 6th Annual iBack App Day is May 6, 2018.
- B. Cindy Barr and Debbie Race spoke on FERPA Policy 105.3 (Appendix A). Encouraged all to take necessary precautions to protect the institution. Race explained that FERPA protection for the student expires at their death. In order to share student information with a parent there are verification processes that must be taken each time. There will be classes on FERPA in the Spring that individuals can sign up for.
- C. Bob Hill introduced the resource of the University Ombuds Office. The office provides support to faculty, staff and students of the university. The office also provides assistance to conflict resolution and dilemmas in a respectful fashion while maintaining confidentiality. Ombuds resource and information is available at <https://ombuds.appstate.edu/>

IV. Provost's Report

- A. Provost Kruger acknowledged the service and sacrifice of all veterans. Provost Kruger gave a special thank you to Vice Chancellor Forte and Associate Vice Chancellor Hickman for their contributions and resources given to host the 9:00 AM Veteran's Day Ceremony and Reception followed by the luncheon for Appalachian's Military and Veterans at Roess Dining Hall.
- B. Provost Kruger gave an update on the Supplemental Pay Policy for Distance Education. Based upon the review of the 2015 Faculty Senate Resolutions, recommendations of the 2017 Distance Education Task Force and review of practicing UNC System Universities, Provost Kruger recommended that the faculty supplemental stipend for teaching distance education courses be slowly reduced over time. The approach Provost Kruger recommended can be found in Appendix B. Under the recommended plan, the following savings would be accrued over time: 2019-2020 = \$237,000; 2020-2021 = \$520,000; 2021-2022 = \$803,000; 2022-2023 = \$1,000,000; and 2023-2024 = \$1,300,000. The Provost recommended that these savings be revenue generated each year over the next five years and be reinvested in faculty development and support for online courses. Resources will also be used to support new faculty positions and the online space associated with enrollment growth. The reinvestment of resources in such manner is consistent with recommendations of the Distance Education Task

Force. As Provost Kruger works to finalize the recommendation presented, he invited members of Faculty Senate and Faculty across the University to provide input. To provide input email Provost Kruger at provost@appstate.edu or individuals can attend Office Hours with the Provost events.

- C. The second update from Provost Kruger was to announce that the vacancies of Vice Provost of Faculty Affairs and Vice Provost of Research are now active. The Provost encouraged continued participation for search committees.
- D. Provost Kruger gave a final update on a meeting that was held earlier this day. He had a fruitful meeting with the Senate Budget Committee on EHRA faculty and non-faculty raises. The Budget Committee presented on this later in the meeting.

V. Chair's Report

- A. Faculty Senate Chair Howard proposed a change in the order of the Agenda for today's meeting. The proposal was to move the Budget Committee up into the Faculty Governance Committee slot. Senator Doll made the motion and Senator Shulstad seconded the motion. **Motion to move the Budget Committee into the Faculty Governance slot passed. (Vote #2)**
- B. Chair Howard reported the launch of the Provost Evaluation survey to all faculty across campus. Dean surveys for the Colleges of Business, Education, and Fine and Applied Arts have also been launched. The evaluation of the Chancellor will occur this spring as it was decided that doing all of the evaluations this fall would pose overload on the faculty. Chair Howard informed the Senators that these are personnel surveys and that the results will not be shared. Faculty can expect a notification stating that the evaluations have been completed.
- C. Chair Howard attended the Board of Governors meeting last week in Chapel Hill as a member of the Faculty Assembly Executive Committee. She sat in on two committee meetings: Minimum Acceptance Requirements for Undergraduates, and Summer School Initiative. Both committees are looking at policies being generated by each campus rather than at a system level. Senator Fitts is looking at Summer School Initiative and Chair Howard commended her on her work and encouraged and recommended that the work on that topic be continued.

VI. Leigh Dunston- Equity in Pay

- A. Senator Dunston brought equity in pay to the attention of the Senate as a result of a decision made to provide zero salary raise to faculty this budget year. Senator Dunston gave members of the present body a Proposed Resolution handout. (Appendix C)

Senator Rardin made a motion to amend the word "requires" and replace it with the word "requests" in the second resolved paragraph of the Proposed Resolution document, Senator Powell seconded the motion. **Motion to amend the word**

“requires” and replace it with the word “requests” in the Proposed Resolution document did not pass. (Vote #3)

With the proposed resolution, Senator Dunston is asking fellow Senators to vote to ask the administration to reallocate funds, this year, to assure that faculty do not have a 0% salary raise. Motion to approve and present the Proposed Resolution was made by Senator Dunston, Senator Behrent seconded the motion. **Motion FS 18-19/11-12/01 to approve and vote for the Proposed Resolution document presented by Senator Dunston to move forward passed. (Vote #4)**

VII. Committee Reports (Committee Chair’s name is in bold.)

A. Budget Committee (**Sibley**, Szeto, Forsyth, Orkiszewski, Monroe, Dunston)

1. Budget Committee reported reaching out to Provost Kruger with questions related to faculty raises. The report is shown in Appendix D.

2. Senator Sibley discussed the meeting held this morning to discuss a resolution to the lack of faculty raises. Meeting attendance included: Provost Kruger, Mr. Forte, Mr. Bachmeier, Chair Howard, Senator Sibley, Senator Dunston, and Senator Forsyth. In summarization, the meeting ended with an understanding that Provost Kruger and Mr. Forte are willing to go back and look at the budget situation and re-examine it in order to potentially reallocate funds for raises. No promises regarding an outcome were made. There was an expressed desire for faculty to have a presence and a voice earlier on in the budgeting process in the future so that faculty are not finding out about such matter at later times.

3. The Budget Committee reported that the project on Examining the Existence of a Gender Pay Gap did not get completed for this month. The project should be reported next month.

4. The Budget Committee reported on the project of Salary Compression. The report is reflected in Appendix D.

B. Faculty Governance Committee (**Howard**, Dalton, Rardin, McCaughey, Powell, Thaxton)

1. No Report.

C. Campus Technology Committee (**Spaulding**, Sebastian, Cook, Hartley, Cheney, Fenwick, Reed)

1. Campus Technology Committee reported that there is a scheduling conflict with Senator Fenwick and his service to the Intellectual Property Development Council. The Committee made a motion to appoint Senator Cheney

to serve as an alternate on the Intellectual Property Development Council.
Motion FS 18-19/11-12/02 to appoint Senator Amy Cheney to serve as an alternate on the Intellectual Property Development Council passed. (Vote #5)

- D. Committee on Committees (Shulstad, Dubino, Mohr, Leonard, Gambrel, Rogatzki)
1. Committee on Committees submitted the committee nominations for confirmation shown in Appendix E. Committee made a motion to approve the nominations for confirmation. **Motion FS 18-19/11-12/03 to approve the nominations for confirmation passed. (Vote #6)**
- E. Faculty Welfare and Morale Committee (Williams, Cheek, Marshall, Hester, Ignatov, Albinsson)
1. The Faculty Welfare and Morale Committee reported that the committee's main focus has been working on the administrative evaluations.
 2. Senator Williams made a proposal for the Faculty Senate body to recognize and approve the Random Acts of Kindness Program. Senator McCaughey made a motion to table the RAK proposal with Senator Osinsky seconding the motion. **Motion to table support for the RAK Program proposal passed. (Vote #7)**
- F. Welfare of Students Committee (Dakin, Doll, Hester, Wilson, Udogu, Williams, Das)
1. No Report.
- G. Academic Policy Committee (Fitts, Turpin, Behrent, Wheeler, Osinsky, Busio)
1. No Report.
- H. Campus Planning Committee (Waits, Soule, Spiceland, Elaver, Carter)
1. No Report.

VIII. Faculty Assembly Report

- A. Faculty Assembly report is shown in Appendix F. Senator Shulstad reported that Margaret Spellings has resigned and William Roper will take her place as of January 1, 2019. Spellings will serve in an advisory capacity until January 1.

IX. Unfinished Business

- A. None to report.

X. New Business

- A. None to report

XI. Adjournment (at approximately 5:30pm).

A. Senator Udogu moved to adjourn, Senator Thaxton seconded the motion with no opposition.

November 12, 2018 Faculty Senate Meeting

Vote and Attendance Chart (Y=yes, N=no, A=abstain; excused/unexcused for absences)

*= hand vote conducted

Senator	Vote 1	2	3	4	5	6	7
Albinsson, Pia (MKT)	Yes	Yes	*	Yes	Yes	Yes	No
Behrent, Michael (HIS)	Yes	Yes	*	Yes	Yes	Yes	Yes
Busio, Dionne (FCS)	Yes	Yes	*	Yes	Yes	Yes	No
Carter, Jon (ANT)	Yes	Yes	*	Yes	Yes	Yes	Yes
Cheek, Aftynne (RESE)	Yes	Yes	*	Yes	Yes	Yes	Yes
Cheney, Amy (LES)	excused						
Cook, William (MAT)	Yes	Yes	*	Yes	Yes	Yes	Yes
Dakin, Emily (At, large)	excused						
Dalton, Jennifer (CSD)	Yes	Yes	*	Yes	Yes	Yes	No
Das, Anindita (UC)	Yes	Yes	*				
Doll, Susan (STBE)	Yes	Yes	*	Yes	Yes	Yes	Yes
Dubino, Jeanne (CGGS)	Yes	Yes	*	Yes	Yes	Yes	Yes
Dunston, Leigh (FBI)	Yes	Yes	*	Yes	Yes	Yes	Yes
Elaver, Richard (AD)	Yes	Yes	*	Yes	Yes	Yes	Yes
Fenwick, Jay (CS)	Yes	Yes	*	Yes	Yes	Yes	No
Fitts, Shanan (C&I)	Yes	Yes	*	Yes	Yes	Yes	Yes
Forsyth, Timothy (ACC)	Yes	Yes	*	Yes	Yes	Yes	Yes
Gambrel, Laura (HPC)	Yes		*	Yes	Yes	Yes	Yes
Hartley, Regina (CIS)	excused						
Hester, Brooke (P&A)	Yes	Yes	*	Yes	Yes	Yes	No
Howard, Barbara (CHAIR)	Chair	Chair		Chair	Chair	Chair	Chair
Ignatov, Anatoli (SD)	Yes	Yes	*	Yes	Yes	Yes	No
Marshall, Scott (GLY)	Yes	Yes	*	Yes	Yes	Yes	Yes
McCaughey, Martha (At, large)	Yes	Yes	*	Yes	Yes	Yes	Yes
Mohr, Tanga (ECO)	Yes	Yes	*	Yes	Yes	Yes	Yes
Monroe, Andrew (PSY)	excused						
Orkiszewski, Paul (LIB)	Yes	Yes	*	Yes	Yes	Yes	No
Osinsky, Pavel (SOC)	Yes	Yes	*	Yes	Yes	Yes	Yes
Powell, Ben (MGT)	Yes	Yes	*	No	Yes	Yes	Yes
Rardin, Patrick (At, Large P&R)	Yes	Yes	*	No	Yes	Yes	No

Reed, Randy (P&R)	Yes	Yes	*	Yes	Yes	Yes	Yes
Rogatzki, Matthew (HES)	Yes	Yes	*	Yes	Yes	Yes	Yes
Sebastian, Paul (LLC)	Yes	Yes	*	Yes	Yes	Yes	Yes
Shulstad, Reeves (MUS)	Yes	Yes	*	Yes	Yes	Yes	Yes
Sibley, Ben (RPE)	Yes	Yes	*	Yes	Yes	Yes	Abstain
Soule, Pete (GHY)	Yes	Yes	*	Yes	Yes	Yes	Yes
Spaulding, Trent (NHCM)	Yes	Yes	*	Yes	Yes	Yes	Yes
Spiceland, Dave (COM)	Abstain	Yes	*	Yes	Yes	Yes	Yes
Szeto, Kin, Yan (TD)	Yes	Yes	*	Yes	Yes	Abstain	Yes
Thaxton, Chris (At, large P&A)	Yes	Yes	*	Abstain	Yes	Yes	Yes
Turpin, Becky (NUR)	Yes	Yes	*	Yes	Yes	Yes	Yes
Udogu, Emmanuel (GJS)	Yes	Yes	*	Yes	Yes	Yes	Yes
Waits, Mira (ART)	Yes	Yes	*	Yes	Yes	Yes	Yes
West, Stephanie (At, large RPE)	Yes	Yes	*				
Wheeler, Dale (CHE)	Yes	Yes	*	Yes	Yes	Yes	Yes
Williams, Kelly (SW)	Yes	Yes	*	Yes	Yes	Yes	Yes
Williams, Ray (BIO)	Yes	Yes	*	Yes	Yes	Yes	No
Wilson, Mike (ENG)	Yes	Yes	*	Yes	Yes	Yes	Yes

***Vote 3= hand vote, DID NOT PASS 18:22.**

Vote number	Motion
1	Motion to postpone the approval of the October 8, 2018 minutes passed.
2	Motion to move the Budget Committee into the Faculty Governance slot passed.
3	Motion to amend the word “requires” and replace it with the word “requests” in the Proposed Resolution document did not pass.
4	Motion FS 18-19/11-12/01 to approve and vote for the Proposed Resolution document presented by Senator Dunston to move forward passed.
5	Motion FS 18-19/11-12/02 to appoint Senator Amy Cheney to serve as an alternate on the Intellectual Property Development Council passed.
6	Motion FS 18-19/11-12/03 to approve the nominations for confirmation passed.
7	Motion to table support for the RAK Program proposal passed.

Faculty Senate Meeting November 12, 2018- Appendix A

The issue being addressed by this request is to define/determine at ASU at what point a student falls under FERPA guidelines. The goal is to clarify what it means for a student to be “in attendance” at Appalachian. FERPA states that a student is covered under FERPA when they are “in attendance”. It goes on to say that this phrase is to be further defined by the institution as to when “in attendance” occurs for them. It can be at the point of admission but cannot be later than the first day of classes. After much review with the EM directors, feedback from UNC System schools and General Counsel, the following is being proposed for Appalachian blue below. The basic premise of when FERPA would apply here is when the SGASTDN record is created in Banner but many general staff/faculty would not know what that means so we have defined it below in three steps:

At Appalachian, a student is subject to FERPA guidelines when, at a minimum, all of the following has occurred:

- 1) Admissions has extended an official offer of admission
- 2) Student has accepted the offer
- 3) Student has completed necessary enrollment steps, which makes them *eligible* to register for classes. The student does not have to be registered for classes at the institution for FERPA to apply.

Barb Krause reviewed and approved this statement. When first approached by Debbie about the differences in how the campus was applying FERPA, she replied as follows:

I note that Appalachian's Policy 105.3 includes a definition of student (currently attending or has attended), but it does not define "attendance". I support a conversation among appropriate stakeholders to discuss this issue. Once the appropriate people have met and agreed upon a definition that works for Appalachian, I think it would be helpful to add a definition to our policy so that, as you all suggested, everyone is operating with the same understanding.

It is not uncommon for institutions, including some in the UNC system, to define “in attendance” as when a student becomes eligible to register. Many do, however some do list the first day of classes as “in attendance”. We felt going with when a student is eligible to register (which occurs when the SGASTDN record is created on the administrative end) was better aligned with the current practice at ASU and allowed some needed flexibility for some offices while adding needed clarity for the campus to be able to be in compliance..

Appendix B

Provost Report
November 12, 2018

Online										
Year	2019		2020		2021		2022		2023	
	4%		3%		2%		1%		0%	
Face to Face										
Year	2019		2020		2021		2022		2023	
Distance from Boone	> 60 miles	30-60 miles	> 60 miles	30-60 miles	> 60 miles	30-60 miles	> 60 miles	30-60 miles	> 60 miles	30-60 miles
8+ F2F meetings	4.50%	3.50%	4.00%	3.00%	3.50%	2.50%	3.00%	2.00%	2.50%	1.50%
<8 F2F meetings	3.00%	2.50%	2.50%	2.00%	2.00%	1.50%	1.50%	1.00%	1.00%	0.50%

Note: There are no F2F DE sites less than 30 miles from Boone.

APPENDIX C

PROPOSED RESOLUTION

Whereas, in a time of prosperity and budget surplus in North Carolina, faculty have been advised by Appalachian State University administration that there will be a ZERO SALARY RAISE.

Whereas, the critical issues of “salary compression,” “faculty retention” and “faculty recruitment” will be made significantly more difficult by the decision to provide a ZERO SALARY RAISE.

Whereas, given the circumstances of the past decade and the current “good economy” and budget surplus, faculty morale will continue to be undermined by a ZERO SALARY RAISE

Whereas, REGARDING TRANSPARENCY AND SHARED GOVERNANCE

Faculty were first notified of the decision by the Appalachian State University Administration of ZERO SALARY RAISES on September 26, 2018 in a memo from the Human Resources Department.

That memo read in pertinent part:

“Unfortunately, for the first time in five years, we will not be able to provide an annual raise process for EHRA faculty and non-faculty employees this year.”

No reasons were given and no financial analysis was provided to specifically justify the decision by the Appalachian State University administration to provide ZERO SALARY RAISES for faculty.

Specifically, at no time did the Appalachian State University Administration advise faculty that the Board of Governors of the North Carolina University system had on AUGUST 6, 2018 given all Universities in the North Carolina University system (including Appalachian State University) the discretion to award merit raises up to 4.99% of current base salary.

Specifically, decisions were made by the Appalachian State University administration about allocation of available discretionary funds in excess of three or four million dollars without any input from faculty with regard to the decision to provide ZERO SALARY RAISES.

Within the past seven days, after written request, the Appalachian State University administration has shared some information about what allocations have been made with the several million dollars of discretionary money that could have been made available in whole or in part to avoid the result of ZERO SALARY RAISES.

Whereas, the budget allocations that have been made which resulted in ZERO SALARY RAISES can and should be revisited and reallocated to ensure that the unjustified and unjust result of ZERO SALARY RAISES is avoided.

APPENDIX C

THEREFORE, BE IT RESOLVED,

That the faculty Senate finds that the failure by the administration of Appalachian State University to allocate funds in the 2018/19 budget to pay a merit-based faculty salary raise is wrong and detrimental to the welfare of the faculty and to the University as a whole.

BE IT FURTHER RESOLVED

That the Faculty Senate requires, within the fullest extent of its legal and moral authority, and as the representative of the entire Appalachian State University faculty that the faculty of Appalachian State University receive a merit-based salary increase in the 2018/19 fiscal year.

BE IT FURTHER RESOLVED

That the administration of Appalachian State University respond to this resolution no later than November 30, 2018.

Appendix D

November 12, 2018

Faculty Senate Budget Committee Report

Investigation regarding Faculty raises

The committee reached out to Provost Kruger for more information on the funding decision to not award faculty raises for 2018-19. The following information was provided (Provost Kruger's responses in blue:

1. A breakdown of the specific numbers/dollars for:

- The total allocation to Appalachian for raises
- Breakdown of funds to provide 2% raises to SHRA employees and to reach \$31,200 salary mark
- Other funds used to achieve these 2 requirements

Regarding the FY19 2% SHRA Legislative Salary Increase, ASU received an allocation of **\$1,061,909** (including fringes), of which approximately \$800,000 was required to be distributed to eligible SHRA employees. The UNC System Office has directed that the remaining funds may be used to address the significant salary compression issues among State-funded personnel which have been exacerbated by the legislatively-mandated minimum salary adjustment (up to \$31,200). In addition, with regard to the minimum salary adjustments, we have been informed by the UNC System Office that we should find out our allocation amount in November. Our total minimum salary adjustment funding need among State-funded personnel was approximately \$270K (non-State operations are required to self-fund these increases).

2. What other funding was considered for providing EHRA raises? Rationale for decisions to use/not use these funds.

Enrollment growth funding estimated to be about \$2.1 million--final figure to be determined once System finalizes Fall 2018 enrollment numbers--was a funding source considered. In light of slow and steady enrollment growth that we experienced, it was decided to allocate these enrollment growth monies to fund new faculty positions and academic support personal and critical operating monies to sustain enrollment growth. See attached table for detailed allocations (2018-19 AA Enrollment Growth Funds Allocation.pdf).

3. To what extent are bonuses for EHRA employees being explored?

Further, although the UNC Board of Governors authorized the addition of a one-time bonus option to the 2018-19 Annual Raise Process, a number of our system peers have indicated that they will not be pursuing this option. At Appalachian we did discuss the possibility of one-time bonuses but decided in light of limited enrollment growth funding not to do so. See Question 2 above for more detail.

Appendix D

Peer UNC schools have stated that in light of Hurricane Florence and the subsequent tax relief which was provided to most of the counties in Eastern NC (which could negatively impact tax revenues), it would be prudent to hold on to any available one-time funds in the event that potential budget reductions are necessary later in the fiscal year.

A follow-up meeting was held Nov. 12 with Provost Kruger and Vice Chancellor Forte, along with Faculty Senate Chair Howard. Further details of the budget were discussed, including hopes for a state funding model that is more advantageous for Appalachian being implemented in the near future. It was also requested that faculty should have representation earlier on in the budgeting process in the future.

The meeting concluded with an understanding that the Provost and Vice Chancellor would re-examine the budget to determine options for re-allocating funds within the university general fund to provide for faculty raises, and that they would make a recommendation to the Chancellor based on that re-examination. It was requested that the result of that process be presented to the Budget Committee along with a detailed explanation/rationale.

Investigation into gender pay gap among ASU faculty

The committee will meet with Heather Langdon of IRAP on 11/19 to examine the results of her report on this issue.

Report on Salary Compression

The committee also worked with Heather Langdon to compile information on salary compression at ASU. That report was shared with Chair Howard for a Faculty Assembly report on that issue. See attached tables (Report_Faculty Salary Comparison Data_ASUVersion_2017SnapshotData_25Oct2018.pdf)

Academic Affairs
 Funds Allocation Process
 FY 2018-19

APPENDIX D

Initiative Title	Description of the Initiative	Total FY19 Requests
Faculty Promotion and Tenure Salary Adjustments	University Policy provides for specified salary adjustments for faculty upon promotion to higher ranks. The requested funds will cover these adjustments.	283,117
Funding to provide faculty positions to colleges to accommodate enrollment growth.	The requested funding will help provide colleges with a pool of positions to accommodate instruction to a larger student population and preserve a quality learning environment.	699,541
Annual cost of inflation for journals and databases	In order to maintain current holdings of journals and databases, the collection budget needs to be augmented each by 7.5% to accommodate growth in inflation. Without this additional annual allocation, the Libraries will need to make collections cuts of about \$200,000	200,000
Backfill lost State Appropriated funds (separate from UNC funds) for the Appalachian Energy Center - Salary	The Appalachian Energy Center's state appropriated funding (administered through the Dept. of Environmental Quality) were reduced for FY18 and FY19 from \$253k to \$133k per year. This unit has been highly successful at bringing in external grants and contracts leading to a return of more than \$3 on every state appropriated dollar.	100,347
Faculty Reassigned Time program	Funding for faculty to prepare significant external grant applications during the academic year. These seed funds are needed to increase external grant funding by enabling more faculty members to participate and improving the quality of proposals. This program has been extremely successful with an initial ROI of 7 to 1.	37,200
Internal Grants for RIEEE	RIEEE has been successful at increasing interdisciplinary collaboration with this internal grant program. Recurring funding will ensure effective implementation with realistic timelines. This seed funding will result in increased external funding.	30,000
Funding to meet in DC with Program Officers for Federal agencies, industry, & private foundations	In order to increase grant success rate we need to build more long-term relationships with program officers. Funds will enable PI's and Office of Research directors to meet and collaborate with funding agencies.	12,000
Backfill lost State Appropriated funds (separate from UNC funds) for the Appalachian Energy Center - Operating	The Appalachian Energy Center's state appropriated funding (administered through the Dept. of Environmental Quality) were reduced for FY18 and FY19 from \$253k to \$133k per year. This unit has been highly successful at bringing in external grants and contracts leading to a return of more than \$3 on every state appropriated dollar.	20,000
LMS Administrator	To provide vital system support as we move to expand online education	97,384
Online Course Development	To incentivise the development of online classes to support not only an expansion of online degree offerings but also assist in meeting the needs of increasing numbers of on campus students. This is especially critical when dealing with increasing space requirements on campus it will provide students with multi modal delivery options.	62,500

Academic Affairs
 Funds Allocation Process
 FY 2018-19

APPENDIX D

Initiative Title	Description of the Initiative	Total FY19 Requests
Health Professions Advisor - \$55,000 - \$65,000	Hiring a second position to target our pre-professional students in crucial. The Health Professions Advising Office (currently staffed by one full-time employee) has grown over the past 5 years from approximately 400 to 800 individual (unique) student visits per year. Additionally, total student contacts/visits per year have grown from approximately 600 to 1,400. The students and alumni served through this office consist of roughly 60% from the College of Arts and Sciences and 40% from the Beaver College of Health Sciences. A visible commitment to supporting students as they prepare and position themselves for professional health programs will attract new students to App State in a variety of majors. Adding a second full-time employee will allow for the office to meet the increasing student demand and assist students with choosing careers/programs, selecting courses to meet prerequisite requirements, securing clinical and shadowing experiences, and developing professionalism, leadership skills, interpersonal skills, and interview skills in support of their health professions applications.	72,599
Associate Dean - Lab School	The new position will be utilized to move Robin Groce from her faculty position to an administrative position which better aligns with her duties in overseeing the operation of the Academy at Middle Fork.	146,962
The Appalachian - Practitioner-in-Residence	Management of the student newspaper is moving to the Department of Communication. This position will manage this publication and will be cost shared with Student Affairs (50% of Salary)	52,046
Director for AppESL	Funding will provide salary and benefits for director position to oversee AppESL program. The program will help grow international student recruitment	66,554
Continuing Assessment Grant/Incentive Funding	Fund close the loop and other Academic Affairs institutional effectiveness efforts, as well as the General Education Assessment Summit	59,000
Development for the Developers	To support the members of the CAE to undergo professional training activities associated with furthering the mission of the center; to be better able support faculty in their teaching mission	10,000

Academic Affairs
 Funds Allocation Process
 FY 2018-19

APPENDIX D

Initiative Title	Description of the Initiative	Total FY19 Requests
Inclusive Campus Project -Professional development of University faculty &staff , as well as stipends for CAE Instructional faculty -	The Association of American Colleges & Universities (AACU) has made a clear statement about the importance of equity and inclusion in faculty development. The AACU asserts that “to enact equity, we need to reorient faculty development plans to focus on developing faculty members’ identities as teachers and building faculty capacity to implement equity through instruction” (Martínez-Alemán, 2016). Professional development presentations with departments will be ongoing in this project. These presentations will focus on helping faculty to understand their own identities and how those identities play out in their relationships with students and colleagues’ identities and in their curriculum and pedagogy. It will also include knowledge about basic strategies in working with underrepresented students such as learning about the relevance of gender pronouns, the positive impact of using students’ preferred names, and how to include students of color in classroom dialogues without students feeling the need to speak for their entire racial group. The information and pedagogical strategies to be developed and discussed are research-based (see references) and are responsive to the needs and wishes that underrepresented students at Appalachian have asked faculty to address and improve upon. It is tied to Strategic initiatives 1, 2,3 ,4 and 6	<i>65,750</i>
Digital Recruiting	Launching a digital recruiting strategy is a significant step for ASU, and while it will take time to refine and benefit from this initiative, there is no doubt but that this is the business model that we have to have to remain competitive. Funding this initiative is critical, and this request is to add \$50,000 per year to the DE budget to accomplish the goals of the initiative.	<i>50,000</i>
Professional Development	Required training to ensure staff are aware of changes and mandatory reporting requirements associated with ADA Compliance	<i>13,000</i>
Mandatory Interpersonal Violence Supervisor Training, which fulfills the requirement of the Campus Save Act of 2013	IPV Supervisor training is mandatory for all supervisors, to be repeated in 3-year cycles. 700 supervisors who trained in 2014-2015 will repeat the course in 2018-2019, along with newly-identified supervisors. Funding is necessary for supplies, including printed materials, support devices such as clickers, presentation aids etc.	<i>15,000</i>
Funds to support Honors student thesis research and study abroad	Given current funding levels, the Honors College is unable to provide financial support for Honors thesis reseach and completion, and for student completion of the Honors study-abroad requirement, to a sufficient percentage of Honors College students. Increasing these funds will especially help our growing number of first-generation, low-income, and students of color complete their Honors educations	<i>24,000</i>

Academic Affairs
 Funds Allocation Process
 FY 2018-19

APPENDIX D

Initiative Title	Description of the Initiative	Total FY19 Requests
Support for institutional repository software	The Libraries are taking a lead in acquiring and implementing a new institutional repository software (BePress/Digital Commons) on behalf of campus. Four colleges and University Communications have committed to participate in the funding. As a University-wide initiative, my hope is that funding might also be available from the Provosts Office or Chancellor. The total cost for Academic Affairs is \$40,000. The Deans have committed about \$6000 permanent funds.	20,000
Interpersonal Violence Supervisor Training - non-state funds	See above - to support training new facilitators, provide a beverage service and light refreshments (the trainings are 3 hours long) and to purchase promotional and training supplies that are not covered by state funds. Fund with non-state funds (JEA 9/25/18)	3,000
Permanent Funding for Transfer Symposium	Secure permanent funding for the Transfer Symposium. The Transfer Symposium is a yearly (or every two year) event that provides opportunity for faculty and staff on our campus to learn more about transfer students, who they are, as well as their unique needs. Additionally, the symposium is also an avenue to collaborate with our community college partners in regards to curriculum alignment and building strong relationships to support seamless transfer. Fund with non-state funds (JEA 9/25/18)	10,000

	2018-19
	Recommended
Total Recurring	2,150,000

APPENDIX D

Average Faculty Salaries (By College)

Assistant Professor		Associate Professor		Professor	
Arts & Sciences	\$63,681	Arts & Sciences	\$71,418	Arts & Sciences	\$89,296
Business	\$115,141	Business	\$117,438	Business	\$129,430
Education	\$63,567	Education	\$73,015	Education	\$86,492
Fine & Applied Arts	\$62,056	Fine & Applied Arts	\$71,230	Fine & Applied Arts	\$86,318
Health Sciences	\$70,471	Health Sciences	\$80,857	Health Sciences	\$98,398
Music	\$55,517	Music	\$65,896	Music	\$81,035
Assistant Professor Total	\$68,874	Associate Professor Total	\$77,673	Professor Total	\$94,021

Average Faculty Salary (By Department)

- Yellow highlights denotes a difference of less than 7.5% in average departmental salary between ranks.
- Orange highlights denotes a potential salary inversion.

College of Arts and Sciences

ANT	3A-ASSISTANT PROFESSOR	\$ 62,216
	2A-ASSOCIATE PROFESSOR	\$ 82,227
	1A-PROFESSOR	\$ 88,794
BIO	3A-ASSISTANT PROFESSOR	\$ 66,436
	2A-ASSOCIATE PROFESSOR	\$ 69,880
	1A-PROFESSOR	\$ 87,488
C S	3A-ASSISTANT PROFESSOR	\$ 88,473
	2A-ASSOCIATE PROFESSOR	\$ 102,098
	1A-PROFESSOR	\$ 112,284
CGG	3A-ASSISTANT PROFESSOR	\$ 59,100
	2A-ASSOCIATE PROFESSOR	\$ 68,161
	1A-PROFESSOR	\$ 92,046
CHE	3A-ASSISTANT PROFESSOR	\$ 65,038
	2A-ASSOCIATE PROFESSOR	\$ 74,581
	1A-PROFESSOR	\$ 100,193
ENG	3A-ASSISTANT PROFESSOR	\$ 60,559
	2A-ASSOCIATE PROFESSOR	\$ 69,199
	1A-PROFESSOR	\$ 82,934
GHY	3A-ASSISTANT PROFESSOR	\$ 65,261
	2A-ASSOCIATE PROFESSOR	\$ 71,116
	1A-PROFESSOR	\$ 102,869
GJS	3A-ASSISTANT PROFESSOR	\$ 61,524
	2A-ASSOCIATE PROFESSOR	\$ 71,543
	1A-PROFESSOR	\$ 85,099
GLY	3A-ASSISTANT PROFESSOR	\$ 70,077
	2A-ASSOCIATE PROFESSOR	\$ 73,642
	1A-PROFESSOR	\$ 86,094
HIS	3A-ASSISTANT PROFESSOR	\$ 61,168
	2A-ASSOCIATE PROFESSOR	\$ 68,272
	1A-PROFESSOR	\$ 91,552
LLC	3A-ASSISTANT PROFESSOR	\$ 59,505
	2A-ASSOCIATE PROFESSOR	\$ 65,701
	1A-PROFESSOR	\$ 81,482
MAT	3A-ASSISTANT PROFESSOR	\$ 65,889
	2A-ASSOCIATE PROFESSOR	\$ 72,248
	1A-PROFESSOR	\$ 85,661
P R	3A-ASSISTANT PROFESSOR	\$ 58,669
	2A-ASSOCIATE PROFESSOR	\$ 66,177
	1A-PROFESSOR	\$ 87,578
PHY	3A-ASSISTANT PROFESSOR	\$ 66,927
	1A-PROFESSOR	\$ 100,415
PSY	3A-ASSISTANT PROFESSOR	\$ 65,918
	2A-ASSOCIATE PROFESSOR	\$ 72,758
	1A-PROFESSOR	\$ 91,222
SOC	3A-ASSISTANT PROFESSOR	\$ 58,719
	2A-ASSOCIATE PROFESSOR	\$ 67,449
	1A-PROFESSOR	\$ 88,985
AS Total		\$ 77,695

5.2%

5.1%

College of Business

ACC	3A-ASSISTANT PROFESSOR	\$ 139,119
	2A-ASSOCIATE PROFESSOR	\$ 140,986
	1A-PROFESSOR	\$ 126,801
CIS	3A-ASSISTANT PROFESSOR	\$ 111,112
	2A-ASSOCIATE PROFESSOR	\$ 117,355
	1A-PROFESSOR	\$ 136,763
ECO	3A-ASSISTANT PROFESSOR	\$ 92,965
	2A-ASSOCIATE PROFESSOR	\$ 97,616
	1A-PROFESSOR	\$ 119,023
FIN	3A-ASSISTANT PROFESSOR	\$ 106,069
	2A-ASSOCIATE PROFESSOR	\$ 135,633
	1A-PROFESSOR	\$ 144,030
MGT	3A-ASSISTANT PROFESSOR	\$ 110,238
	2A-ASSOCIATE PROFESSOR	\$ 116,458
	1A-PROFESSOR	\$ 122,162
MKT	3A-ASSISTANT PROFESSOR	\$ 115,377
	2A-ASSOCIATE PROFESSOR	\$ 119,546
	1A-PROFESSOR	\$ 130,645

1.3%

-10.1%

5.6%

5.0%

6.2%

5.6%

4.9%

3.6%

College of Education

CI	3A-ASSISTANT PROFESSOR	\$ 64,254
	2A-ASSOCIATE PROFESSOR	\$ 70,701
	1A-PROFESSOR	\$ 84,442
FCS	3A-ASSISTANT PROFESSOR	\$ 60,150
	2A-ASSOCIATE PROFESSOR	\$ 67,136
	1A-PROFESSOR	\$ 92,333
HPC	3A-ASSISTANT PROFESSOR	\$ 64,430
	2A-ASSOCIATE PROFESSOR	\$ 77,751
	1A-PROFESSOR	\$ 81,817
LES	3A-ASSISTANT PROFESSOR	\$ 63,138
	2A-ASSOCIATE PROFESSOR	\$ 74,804
	1A-PROFESSOR	\$ 93,188
RESE	3A-ASSISTANT PROFESSOR	\$ 63,520
	2A-ASSOCIATE PROFESSOR	\$ 72,540
	1A-PROFESSOR	\$ 86,475

5.2%

College of Fine & Applied Arts

A D	3A-ASSISTANT PROFESSOR	\$ 64,755
	2A-ASSOCIATE PROFESSOR	\$ 74,596
	1A-PROFESSOR	\$ 86,751
ART	3A-ASSISTANT PROFESSOR	\$ 62,201
	2A-ASSOCIATE PROFESSOR	\$ 75,492
	1A-PROFESSOR	\$ 81,223
COM	3A-ASSISTANT PROFESSOR	\$ 60,034
	2A-ASSOCIATE PROFESSOR	\$ 66,133
	1A-PROFESSOR	\$ 89,744
S D	3A-ASSISTANT PROFESSOR	\$ 62,863
	2A-ASSOCIATE PROFESSOR	\$ 70,630
	1A-PROFESSOR	\$ 105,545
TD	3A-ASSISTANT PROFESSOR	\$ 58,194
	2A-ASSOCIATE PROFESSOR	\$ 67,811
	1A-PROFESSOR	\$ 84,719
TEC	3A-ASSISTANT PROFESSOR	\$ 65,373
	2A-ASSOCIATE PROFESSOR	\$ 74,525
	1A-PROFESSOR	\$ 96,782

College of Health Sciences

CSD	3A-ASSISTANT PROFESSOR	\$ 71,000
	2A-ASSOCIATE PROFESSOR	\$ 73,200
	1A-PROFESSOR	\$ 99,926
HES	3A-ASSISTANT PROFESSOR	\$ 67,651
	2A-ASSOCIATE PROFESSOR	\$ 77,073
	1A-PROFESSOR	\$ 97,590
NHM	3A-ASSISTANT PROFESSOR	\$ 71,500
	2A-ASSOCIATE PROFESSOR	\$ 97,039
	1A-PROFESSOR	\$ 106,402
NUR	3A-ASSISTANT PROFESSOR	\$ 79,825
	1A-PROFESSOR	\$ 116,818
RPE	3A-ASSISTANT PROFESSOR	\$ 65,000
	2A-ASSOCIATE PROFESSOR	\$ 71,698
	1A-PROFESSOR	\$ 92,185
S W	3A-ASSISTANT PROFESSOR	\$ 67,000
	2A-ASSOCIATE PROFESSOR	\$ 75,408
	1A-PROFESSOR	\$ 93,500

3.1%

School of Music

MUS	3A-ASSISTANT PROFESSOR	\$ 55,517
	2A-ASSOCIATE PROFESSOR	\$ 65,896
	1A-PROFESSOR	\$ 81,035

APPENDIX E

Faculty Senate Meeting November 12, 2018

Committee on Committees

The Committee on Committees submits the following committee nominations for confirmation:

1. Yalcin Acikgoz (PSY) to replace Robyn Kondrad (Social Sciences Designation FCC)
2. Kelly Thames (SOC) to replace Cameron Lippard (Social Sciences Designation FCC)
3. Sarah Arrington (BIO) to replace Ted Zerucha (Science Inquiry Perspective)

APPENDIX F

Faculty Senate Meeting November 12, 2018

Faculty Assembly Report
October 19, 2018

ASU delegates: Barbara Howard, Michael Behrent, Ben Powell, Reeves Shulstad, Christopher Thaxton

Summary of Board of Governors Chair Harry Smith's report

Although Smith considers faculty and teaching to be at the core of the UNC system, he did not mention providing funding towards either in his remarks. When questions were asked regarding Salary and Faculty morale, Smith did not agree that either was an issue. He claimed the legislature has "super funded" education. Throughout his remarks, Smith was very focused on becoming more efficient.

Summary of President Margaret Spelling's report

Funding model is still under discussion with BOG looking at actuals rather than predictions. Spellings continues to focus on NC Promise and My Future NC.

Presentation for Information

Representative from ComPsych reviewed the Employees Assistance Program that is offered to most of the campuses. Information can be found at <https://hr.appstate.edu/hr-services/employee-relations/employee-assistance-program>

Faculty Legislative Priorities for the Long session beginning November 27

Legislative priorities were created from a survey given to all Faculty Assembly members. From the prioritized list below, delegates decided to focus on Salaries. Each campus is submitting data regarding salary compression and inversion to create a white paper to share with the BOG.

1. Salaries/Wages
2. Cost of Health Insurance
3. Resource Growth commensurate with Enrollment Growth
4. Revision of Faculty Retention Fund
5. Summer Sessions
6. Paternity Leave
7. Employee Assistance Programs
8. Reduction/Elimination of tuition for courses
9. Reduced tuition for children of faculty/staff

Chancellors' Searches

The Faculty Assembly Executive Committee asked for more faculty involvement, prioritization of traditional, academic Chancellors, a decrease in the amount of involvement from BOG, and for the system to bear the cost of searches to avoid inequities. The Board did not accept the request for search expenses to be paid by the system, so individual campuses must pay for the searches. The Board did,

APPENDIX F

however, agree to more faculty involvement with the caveat that they sign non-disclosure agreements. The Board also agreed to not having a BOG member sit on search committees.

Summer School initiative and AP Policy

The Vice President for Strategic Initiatives, Cameron Howell, is still collecting information regarding summer school on each campus. No proposal has been created yet. Chancellors and the Faculty Assembly Exec Committee are pushing hard to keep this at the campus level. This seems to be gaining ground.

AP Policy—"UNC System constituent institutions shall award appropriate credit to undergraduates who have earned a score of three or higher on one or more AO exams . . ."
Institutions can petition for an exception, which must be approved by its board of trustees. Assembly delegates had the opportunity to provide feedback for "Examples and Frequently Asked Questions" guidance document.