March 19, 2014

University Planning Council

Minutes for Wednesday, March 19, 2014


Absent: B. Haggard, F. Santos

Guests: E. Becker, A. Boakye-Boaten, K. Bramlett, L. Han, E. Katz, J. Lee, D. Miles

UPC met from 4:15 to 5:30 pm in HIG 104.

1. Chancellor Update

a. News from the February Board of Governors meeting:

   i. No new tuition increases were allowed for next year. The result was a more focused attention by the Board on student fees. Moving forward, we may have less flexibility with student fees than we have had in the past. Our on-campus process for tuition and fees adjustments includes many hearings and listening sessions. But the final decision is made by BOG “not inconsistent with” the legislature.

   ii. BOG members are now raising the question of whether any student’s tuition should be used to help other students afford college. This change, if enacted, may extend to state appropriations as well. The results to our commitment to need-based tuition for students would be devastating.

   iii. There is increasing scrutiny by the Board of self-liquidating projects. The authority of those projects has been delegated to the BOT, but that may change.

b. Today, the BOG announced the new Chancellor for Appalachian State University, Sheri Everts. She will be the 5th woman in the system currently serving as Chancellor, and makes the total number of woman to serve hit double digits with her appointment.

c. The Chancellor welcomes nominations for the 2015 Honorary Degree recipients. Campus members can submit those nominations by emailing her office at chancellor@unca.edu.

d. Chancellor Ponder asked Nicole Norian to provide an update on the search. Nicole stated that the results of the survey and the listening sessions have resulted in a great Leadership Statement, which the committee reviewed in their meeting today. The committee members approved the document and the process timeline. The committee plans to make the recommendation for UNC Asheville’s next Chancellor to President Ross by the beginning of August. The Chancellor Search Committee has a
very helpful and informative website (http://unca.edu/chancellorsearch).

e. Chancellor Ponder asked John Pierce to provide an update to UPC on the Greenway project at the 525 Broadway property. We can now start construction on the greenway, which will connect the campus greenway to downtown Asheville. It has been a collaborative effort: $200,000 grant from the State, a partnership with RiverLink, student commitment with student fees, Montford Neighborhood Association, Glass Foundation, and others. Completion is expected in early to mid-June. The property is currently owned by the Foundation and will be purchased by the University after completion of the greenway. There is a planned workday in conjunction with Greenfest scheduled for April 5.

2. DAC Overview of Diversity Programs and Strategies

Provost Fernandes noted that the report does not include everything that the Diversity Action Council [DAC] does, nor does it include all the diversity activity on campus, but it includes the highlights. The DAC brings people from all over the campus to harness their enthusiasm for diversity. It allows the University to not duplicate efforts and creates some cost-sharing. It is also an outlet for issues that might not come up in a different setting.

A campus climate survey has been administered every few years. The DAC looks at the survey outcomes and attempts to make concrete improvements and progress. In response to these surveys, the DAC divided into three sub-committees. Each subcommittee has representation in attendance and gave UPC a summary of their work.

a. Student Experience - outside the classroom. Agya Boayke-Boaten summarized the work that the subcommittee focuses on.

- Participating in the new AVID for Higher Education Program.
- Renewed focus on the Intercultural Center and Office of Multicultural Student Programs.
- Renamed the Highsmith Art Gallery to the Highsmith Art and Intercultural Gallery to help the collaboration with Center for Diversity Education [CDE].
- Focused on Diversity Education by hosting several well-attended workshops over the academic year.
- Offered diversity training for student employees.
- Community outreach offered through Open Doors of Asheville and through the UNC Asheville drumming ensemble. The ensemble has visited five local K-12 schools this year.
- A future focus for this subcommittee includes revamping the Safe Zone training.

b. Student experience - inside the classroom-Lei Han and Jimin Lee summarized the work that the subcommittee has been focusing on.

- Enhanced the Africana Studies (which offers a minor) and Chinese Language and Culture courses.
- Developed microdata posters related to where we stand on Diversity and Inclusion on campus.
- Led the first UNC Asheville faculty-led trip to China in summer 2013. Students represented majors from across disciplines. Students are able to use course for Undergraduate Research, capstone class or service learning experience.
- Hosted a Chinese New Year reception with the CDE. The event united community members, faculty, staff, students, and Buncombe County students.

c. Professional Development - Ed Katz, Deborah Miles and Keith Bramlett summarized the work
that the subcommittee has been focusing on.

- Worked to enhance faculty and staff applicant pools by working with search committee chairs and hiring supervisors through job descriptions and advertising.
- Trained faculty and staff members in a two-day intensive diversity workshop. Goal is to have 75% of faculty and staff participate.
- Participated in WNC Diversity Engagement Coalition with AB Tech, Buncombe County, City of Asheville, Mission Hospital and MAHEC. A combined workforce of 14,000 employees. These employers are facing similar recruitment and retention challenges.
- CDE plans to develop a certificate program for diversity and inclusion, modeled after the climate certificate already offered at UNC Asheville.
- Attempted to make headway for more equitable benefits. But there is little room to maneuver within the state system.
- Converted several rest rooms to gender neutral bathrooms, where possible, throughout campus.
- Enhanced participation by admissions in college fairs in areas with higher populations of underrepresented students. Fall 2014, admissions report indicates an increase in deposits by students who self-identify as underrepresented.

Chancellor Ponder encouraged UPC members to ask questions. She also asked DAC members to participate in the next UPC meeting for follow-up from the discussion.

Questions and comments from UPC:

- What’s the process for advising/forming a new LGBT club
- How to help a transgendered student who may need counseling services.
- Asked for clarification on the how we identify of faculty hires from underrepresented groups. Response: the number is only those who openly self-identify as underrepresented.
- Has DAC considered focusing on voter registration efforts to affect change in legislature regarding equitable benefits? SGA President Leigh Whitaker responded that the Association of Student Governments is working on this issue and she will report back after the group meets soon.
- Consider enhanced efforts for those underrepresented students who apply and are not accepted. SOAR is one program, but there may be other opportunities. Response: consider revisiting this comment during our next UPC meeting where Enrollment will be discussed.
- When will the diversity and inclusion certificate program be available? Response: the certificate is still in planning stages and may be 2-4 years out.
- Spread the word more broadly when announcing focus groups. There are lots of students who are not in them. Safe Zone is also not well known on campus.
- A thank you to the CDE for the work in creating a more welcoming and diverse environment at OLLI.
- Nicole Norian reported on the work for staff recruiting. The entire process has become more intentional from the initial applicant pool, to screening, etc.
- The diversity education component is important for employees. A recommendation that we build in the diversity education 2-day workshop for new employees as they are hired.
- A thank you for the Diversity Action Counsel for their hard work and efforts.
- Has the Coalition model been done elsewhere? Response: Greenville, SC, has implemented a similar coalition through their chamber of commerce.
- Congratulations for the tremendous work and for making a difference.
- Advancement plans to pursue more grants to support these efforts.
Chancellor thanked DAC and UPC for the discussion. The UPC meeting concluded at 5:40 pm.

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