**Provost’s Report for Faculty Senate**

**March 2018**

**Submitted by Carol Burton, Acting Provost**

We are past the mid-semester point with just seven weeks remaining before graduation. Sad reports of three student deaths this semester. While April is often the busiest month of the academic year, it does herald the onset of spring, the promise of longer days, academic budget proposals, and the final Faculty Senate meeting for the year. Student activism is on our minds.

1. **Faculty Marshals\***

A new process for selecting the Chief Faculty Marshal, the Assistant Chief Faculty Marshal and general Faculty Marshals has been established in time for the spring commencement ceremonies on May 11 and 12. Faculty Marshals are senior members of the faculty who are nominated by the academic deans based on their outstanding service to the institution, excellence in teaching, and the respect of their faculty colleagues.  They serve the institution as official ambassadors at university events including commencement and convocation.

1. **SACSCOC Update**

A SACSCOC leadership team (Carol Burton, Melissa Wargo, Lowell Davis, and Tim Metz) is overseeing WCU’s response to SACSCOC monitoring requests, due September 7, 2018. The Office of Institutional Planning and Effectiveness and the University Institutional Effectiveness Council are actively working with educational programs, administrative support services units, and academic and student support units to meet SACSCOC’s institutional effectiveness requirements. Several work sessions for faculty and staff are available throughout the Spring term to promote assessment, outcomes development, and evidence-based decision making. Information, registration, and related resources are available on the new Continuous Improvement Resources webpage housed under the Office of Institutional Planning and Effectiveness, <https://www.wcu.edu/learn/office-of-the-provost/oipe/assessment-and-program-review/continuous-improvement-resources.aspx>.

1. **Students’ Campus Climate Requests/Bias report**

As you are aware, several recent incidents on campus have heightened awareness of the detrimental racial and intolerant climate many of our students are experiencing. Members of the administration have participated in a series of meetings with our African-American, LGBTQ and at-large students, as well as students with disabilities. We are making strides in achieving many of the expectations our students have outlined for us and will be following up with them and our greater community directly. Sample actions: A) bias incident reports-summary data (visit [bias.wcu.edu](file:///C:\Users\burton\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\28MQ49U7\bias.wcu.edu)); B) creation and dissemination of institutional statement on intolerance and bigotry; C) redesign of USI 130 and other student transition courses to include content of diversity, cultural responsiveness, and inclusive excellence; D) creation of African American Studies minor; E) online student modules around diversity and inclusion; F) 2020 strategic plan amendment on inclusive excellence; and G) development of liberal studies student learning outcomes around diversity and inclusion.

1. **Fall 2018 Enrollment**

First time full time first year students’ applications are trending similar to last year; closed applications March 1, compared with May last year; anticipating an enrollment of 2010-2020. Academic profile is slightly higher than previous year. Transfer students’ applications and admits have increased significantly: 1600 (increase of 50+% over last year) and 900+ (increase of 303 over last year at this time), respectively. NC Promise effect? Graduate enrollment is still building and it is too early to tell what our enrollment will be.

1. **Spring 2018 Commencement Update**

We are excited to be preparing for the 2018 Spring Commencement exercises, and have a change to share.  Due to WCU’s continued growth, we have seen a consistent increase in the number of audience members attending graduation ceremonies. To keep traffic manageable and ensure a pleasant experience for our graduates and their supporters, the time of the afternoon ceremony recognizing graduates of the Colleges of Business, Health and Human Sciences, and Engineering and Technology has been moved **to**[**3:00 PM**](x-apple-data-detectors://0) from its traditional [2:00 PM](x-apple-data-detectors://1) time.  Faculty and graduating students’ lineup will be [at 2:00 PM](x-apple-data-detectors://2).  No changes have been made to the [Friday evening](x-apple-data-detectors://3) ceremony recognizing recipients of masters and terminal degrees, or the [Saturday morning](x-apple-data-detectors://4) ceremony recognizing graduating seniors of the colleges of Arts and Sciences, Fine and Performing Arts, and Education and Allied Professions.

 Additionally, processes and term lengths have been updated for Faculty Marshal service\*.  Hunter Library will be represented alongside the academic colleges by two faculty marshals.

Visit [graduation.wcu.edu](http://graduation.wcu.edu/) for other information regarding 2018 Spring Commencement (as well as future ceremonies).

1. **Program Review Update**

The following instructional programs have, or will have, completed a program review in 2017-18: History, Technology (Master of Science in Technology). The following academic and administrative support services programs have, or will have, completed a program review in 2017-18: The Advising Center, International Programs and Services, the Mountain Heritage Center, the Office of the Registrar, Instructional Technology and Desktop Services.

1. **Faculty Grievances and Hearings**

Please see below for a summary of faculty grievance or hearing filings (AY 2012/2013 – 2016/2017):

Faculty Grievances (process for faculty members to seek redress concerning matters directly related to faculty member’s employment status and institutional relationship within WCU).

* 5 grievances filed:
* 2 - committee found in favor of faculty
* 1 - committee found in favor of faculty, overturned by Chancellor
* 1 - committee found against faculty
* 1 – resolved through mediation – grievance withdrawn

Hearing and Review Committee Actions (reviews negative reappointment, tenure, and promotion decisions).

* 7 hearing requests:
* 1 – committee denied to hear
* 1 – request withdrawn by faculty member
* 2 – committee found against faculty
* 1 – committee recommended against faculty member, Chancellor affirmed, Board of Governors appeal - affirmed Chancellor’s decision
* 2 – committee recommended in favor of faculty, Chancellor denied
* 1 appealed to Board of Governors – affirmed Chancellor’s decision

On a related note, the UNC System is partnering with two faculty members from Appalachian State University to conduct a study on what faculty need and know regarding employment rights, including access to ombuds services and grievance or hearing opportunities. Unfortunately, the study involves an ill-timed survey to faculty. Still under discussion.

1. **National Survey of Student Engagement (NSSE)**

The National Survey of Student Engagement deployed the week of March 12th. The survey is administered every third year to freshmen and seniors. The survey closes in May. Institutional reports and data are available in late August. NSSE information and reports are posted on the OIPE website, <https://www.wcu.edu/learn/office-of-the-provost/oipe/surveys/index.aspx>.

*\*Faculty Marshals*  
The duties and responsibilities of the Faculty Marshals include the following:

1. Providing planning and direction for convocation and commencement exercises:
2. Organizing the faculty for the processional and recessional portions of events;
3. Coordinating the efforts of the Student Marshals;
4. Assisting the flow of students at commencements and convocation;
5. Assisting audience arrival and departure;
6. Assisting disabled and special guests;
7. Providing programs to audience members;
8. Directing audience members to restrooms, seating areas, and other locations as needed.
9. Reviewing periodically the protocols for convocation and commencement.
10. Representing Western Carolina University at Chancellor/President Installations at colleges and universities as requested by the Chancellor.

*Chief Faculty Marshal*  
The responsibilities of the Chief Faculty Marshal include:

1. Serving on the Commencement Committee and the Convocation Committee to plan these events.
2. Providing information to all faculty members about commencements and convocation
3. Communicating with faculty marshals regarding arrival times, changes, and other updates
4. Assigning responsibilities to the Faculty Marshals
5. Leading the Platform Party during commencements and convocation

*Assistant Chief Faculty Marshal*  
The responsibilities of the Assistant Chief Faculty Marshal include:

1. Serving in place of the Chief Faculty Marshal when necessary.
2. Assigning responsibilities to the Student Marshals in consultation with the Chief Faculty Marshal.
3. Assisting the Chief Faculty Marshal with his/her responsibilities.
4. Provide direction to candidates assembling in the auxiliary gym.

*Policy Procedures*

*Qualifications*  
Anyone serving as a Faculty Marshal must meet these qualifications:

1. Be a senior member of the faculty (Associate Professor or Professor).
2. Have tenure (current marshals will be grandfathered in regardless of their tenure status).
3. Be recognized as an excellent teacher.
4. Have a record of exceptional service at the university and college level.
5. Be highly respected by colleagues and students.
6. Be nominated by the dean of the college in which he/she teaches.
7. Be willing to serve as required in this position.

*Selection Process and Term of Office*

1. There are 14 total Faculty Marshals, including the Chief Faculty Marshal and the Assistant Chief Faculty Marshal.
2. The Chief Faculty Marshal and the Assistant Chief Faculty Marshal are chosen by, and serve at the discretion of, the Provost and Vice Chancellor for Academic Affairs. These two positions do not have specified term limits.
3. The other 12 Faculty Marshals serve five-year terms, beginning with Convocation at the beginning of the fall semester and ending with the May Commencements.
4. The 14 Faculty Marshal positions are allocated as follows: College of Arts and Sciences (2), College of Education and Allied Professions (2), College of Business (2), College of Engineering and Technology (2), College of Health and Human Sciences (2), College of Fine and Performing Arts (2), and Hunter Library (2).
5. The five-year terms are staggered to provide continuity in the ranks of the Faculty Marshals.
6. When an opening occurs in a college, the Provost will request from the appropriate dean one candidate for consideration. The dean will confirm with the nominee that he/she would be willing to serve if selected. The Provost will approve and award the appointment.
7. When necessary for a given ceremony, the Chief Faculty Marshal may ask a former Faculty Marshal to serve for that occasion.

*Symbols, Rewards, Acknowledgments*

1. Faculty Marshals will receive an official letter of appointment from the Chancellor.
2. Selection as a Faculty Marshal is recognized as a significant service activity to the university.
3. Each Faculty Marshal will be presented a specially designed "Faculty Marshal" lapel pin.
4. The Chief Faculty Marshal will be invited to the luncheon that follows the undergraduate  
    commencement ceremonies.
5. The names of the Faculty Marshals will be listed in the commencement programs.