

## Faculty Council

### Minutes of October 25, 2018 Meeting

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#### Voting Members Present

**(Ex Officio):** Rich Leeman (President); Joel Avrin (President-Elect); Lisa Merriweather (Secretary); Chandra Subramaniam (FEC, COB); Jonathan Marks (FEC, CLAS); Jen Munroe (FEC, CLAS); Ryan Harris (FEC, LIB); Kevin Bailey (Vice Chancellor for Student Affairs); Bill Tolone (On Behalf of CCI Dean); Dawson Hancock (On Behalf of COED Dean); Robert Johnson (COE Dean); Jennifer Troyer (Interim CHHS Dean); Banita Brown (On Behalf of CLAS Dean); Tom Reynolds (Graduate School Dean); John Smail (UCOL Dean)

**(Unit Representatives):** Paul Tanyi (ACCT); Jonathan Marks (ANTH); Emily Makas (SOA); Melanie Harris (BIOL); Tom Schmedake (CHEM); Shen-En Chen (CEGR); Craig Paddock (COMM); Taghi Mostafavi (ITCS); Matt Phillips (CJUS); Ellen Sewell (ECON); Mark D'Amico (EDLD); Aidan Browne (ETCM); Greg Wickliff (ENGL); Yilei Zhang (FINN); John Diemer (GYES); Harry Chernotsky (GIAS); Oscar Larsen (HIST); Bret Wood (KNES); Concepcion Godev (LACS); Rita Johnston (LIB); Karen Ford-Eickhoff (MGMT); Nima Jalali (MKTG); Kevin McGoff (MATH); Terry Xu (MEES); Warren DiBiase (MDSK); Evelyn Orman (MUSC); Willie Mae Able (SON); Lisa Rasmussen (PHIL); Tsing-Hua Her (PHYS); John Szmer (POLS); Amy Canevello (PSYC); Monika Sawhney (PHS); Anne Cash (REEL); Susan McCarter (SOWK); Stephanie Moller (SOCY); Celine Latulipe (ITIS); Gloria Campbell-Whatley (SPED); Gary Teng (SEEM); Ashlyn Walden (UWP)

#### Voting Members Absent

**(Ex Officio):** Gretchen Alterowitz (FEC, COAA); Mohamed Shehab (FEC, CCI); Jeanneine Jones (FEC, COED); Yesim Sireli (FEC, COE); Mike Turner (FEC, CHHS); Ann Gonzalez (FEC, CLAS); Phil Dubois (Chancellor); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Rick Tankersley (Vice Chancellor for Research and Economic Development); Ken Lambla (COAA Dean); Steve Ott (COB Dean); Anne Moore (Library Dean)

**(Unit Representatives):** John Hukka (AERO); Veronica Robinson (AFRS); Jane Dalton (ARTS); Mindy Shi (BINF); Ram Kumar (BISOM); Lyndon Abrams (CSLG); Tamara Williams (DANC); Arindam Mukherjee (ECGR); Stephan Hobbs (MSCI); James Tabor (RELS); Robin Witt (THEA)

#### Also Present (but Not Voting)

Matthew Wyse (Academic Affairs); Pamela Wimbush (Distance Education & Summer Programs); Kathy Giddings (Graduate Admissions); Christine Haynes (Graduate Council Chair); Johnna Watson (Graduate School); Malin Pereira (Honors College Executive Director); Beth Rugg (ITS); Jon Reece (Registrar's Office); Cathy Blat (University Center for Academic Excellence)

(Attendance chart attached)

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The Faculty Council meeting was called to order at 1:01 P.M.

- 1. Minutes of the previous meeting of the Faculty Council.** Discussion of the minutes for the September 27, 2018 meeting generated no comments. Marks made a motion to approve and McCarter seconded the motion. The minutes for the September 27, 2018 meeting were approved unanimously.
  
- 2. Revision to the *Constitution of the Faculty* regarding Secretary of the Faculty position.** Leeman gave background on the proposed revision. We are not voting to approve, we are voting whether to put it up for vote by the full faculty body. Reasoning for changes to Article IV – Now that the Secretary does not have to take the minutes (they still supervise the minutes), the Secretary is underutilized. They can promote communication between the faculty council and the departments. There may be times an email should go out to the Faculty Council, newsletters, etc. Last year we did not have a President-Elect or a Past President (as she took an administrative position), so it would be useful for the other Officer of the Faculty, the Secretary, to be able to fill-in. Reasoning for changes to Article VI – This is the only position on the Faculty Executive Committee that is a one-year position. All other FEC members have two-year positions. A person working to promote communication should serve longer than one year, much like we moved President to a two-year term recently. Comments? Questions? Hearing none do I hear a motion? Marks made a motion to advance the proposed revisions to the *Constitution of the Faculty* to a vote by the full faculty body. D’Amico seconded the motion. Godev notes a typo. Leeman said the FEC saw the typo as well and we should have sent to the Faculty Council the corrected version approved by the FEC. Marks made a motion to advance the proposed revisions, with typo correction, to the *Constitution of the Faculty* to a vote by the full faculty body. Paddock seconded the motion. The request to advance the proposed revisions to the Constitution of the Faculty for a vote by the Faculty was approved unanimously.
  
- 3. Request to revise Posthumous Degree Policy (endorsed by FAPSC on 9/18/18).** The main revision to this policy is to add a “degree in memoriam”. To qualify for a posthumous degree the student needs to be well on their way to graduation. Some families would like some recognition even when the student does not qualify for a posthumous degree. This policy change could help. It is not technically a degree, so it does not have to meet the requirements of a degree as qualified by the UNC System. I am not sure how many students will qualify for this each year. We have been asked to waive the policy in the past and that is tough. Degrees in memoriam is not unusual; this is a growing trend. The University of Florida has a very similar acknowledgment. For degrees in memoriam, a diploma will not be issued (perhaps a certificate) and will not be part of the commencement ceremony (perhaps a separate ceremony). I am unsure exactly how the ceremony for this will be arranged, but I think there is an intention to offer some kind of ceremony if requested. The policy has the department make the request to issue this degree in memoriam, similar to the posthumous degree. Shaikh made a motion to approve the revisions to the Posthumous Degree Policy. Marks seconded the motion. The request to revise the Posthumous Degree Policy was approved unanimously.

**4. Graduate Student Funding Task Force Report.** Johnna Watson gave a presentation on the preliminary findings and recommendations in the Graduate Student Funding Task Force Report. The final report is not out yet, only the preliminary findings and recommendations. The Task Force was put together by Dean of the Graduate School Tom Reynolds. Watson displayed the composition of the task force and a view of their efforts. The Task Force continues to meet to finalize the report. Models on how to support students differ greatly across different universities and programs. Watson provided findings on Graduate Assistant (GA) stipends. Our graduate assistantships are below the national average making it hard to attract and retain quality graduate students. Watson shared an email of a doctoral student to form a picture of what our University is dealing with. The email said the student was willing to transfer to afford dental care, as the transfer institution will help with that. Watson also showed GAs by source and showed level of funding and where it comes from. In the College of Liberal Arts & Sciences only one program paid a stipend above a living wage (a nice graphic put together by Richard Tankersley). From an annual survey of 50 schools, UNC Charlotte comes in around 44 and 48 of 50 schools. GASP funds have not increased proportionally with increases in graduate tuition and enrollment. The support of international students way exceeds the support for domestic students. \$3300 per year in fees for domestic students and \$3500 for international and that is just fees. Enrollment numbers of out-of-state students dropped in 2017-2018 and this was a result of us pushing them to become residents after 12 months. Average debt amount was \$80,000 for doctoral students who borrowed federal monies. International students can take out private loans and use credit cards. One recommendation is to create a Graduate Council sub-committee on Graduate Student Funding and Fellowships. Recommendation #2 involves building a sustainable graduate assistantship model. A third set of recommendations involves providing a scalable tuition model. Watson fielded questions.

Q: Phillips mentioned that the graph showed \$17-18 million spent last year and asked how much would the cost be for \$18,000 each graduate assistantship plus health insurance.

A: Watson said we would need to know the number of assistantships we will have. It seems many have numerous assistantships, but they are all underfunded. Would it be better to have less and fund them better?

Q: How soon will these types of recommendations come to fruition?

A: Reynolds answered perhaps by next budget cycle. There will need to be time for colleges and units to plan. This will not be something that will be ready by next Fall.

Q: Dean Johnson says our TAs on average grade for 100 students. When I talk with deans of other universities they are shocked. We cannot have less or the workload would be way too much.

A: Watson offered that we may need a subcommittee task force to look into workload policy. Leeman mentioned that the Task Force did not look into that as we had enough of a charge looking at funding, but this could be something that should be looked into – this variability of workloads depending on your department. What is the fair work to be expected for 20 hours a week?

**5. Report of the President-Elect.** President-Elect Joel Avrin informed that the Faculty Assembly had a meeting last week and provided the highlights of what he observed:

- Chancellor searches – There was controversy in how the search at Western Carolina was being torpedoed. A member of the Board of Governors was interested in the position. They did come up with a new policy meant to address the conflict of interest. The Board of Governors want to keep the searches as confidential as possible with the idea that some candidates are interested but already have positions and do not want anyone to know they are actively looking around. Faculty Assembly wants it as open as possible and allow as much faculty and student input as possible. They are talking about select faculty having a role with the top three candidates. Still an ongoing conversation.
- Priorities of the Board of Governors Chair – The Chair of the Board of Governors spoke at the Faculty Assembly meeting. He mentioned lots of unused buildings and wants to know why we cannot repair these buildings. He is a business man and seemed big on efficiency.
- Priorities of the faculty – salary and retirement. The Board of Governors are looking around the country to see if people are leaving for not being compensated reasonably. They will respond to data. Avrin believes we should be able to highlight our star performers differently than other faculty.
- Summer school – The Board of Governors wants to expand what we do in summer school. They want to make it more attractive for faculty to teach in the summer.
- Employment assistance program – A presentation was made on the employment assistance program. The program provides emotional support. They have work-life solutions. They can recommend contractors and event planning, legal guidance referrals, financial counseling, etc.
- I volunteered for the free speech subcommittee. They do not want us to prevent provocative speakers from speaking. At present, they are leaving it up to us to police the policy. Each campus has responsible free speech officers.

**6. Report of the President.** President Richard Leeman provided his report to the Faculty Council. You may notice that we are not tackling online course assessment and certification today. The Faculty Executive Committee is compiling pros and cons of both approaches. This will likely be an agenda item on the November agenda of the Faculty Council.

**7. New Business.** None.

**Marks moved to adjourn. Meeting adjourned at 2:14 P.M.**

Minutes submitted by Matthew Wyse, Faculty Governance Assistant (Attendance chart attached)

Unit/Title	Representative	Present (Initial)	Alternate	Present (Initial)
<b>Faculty Executive Committee Members (ex-officio)</b>				
Faculty President	Rich Leeman	X	n/a	
President-Elect	Joel Avrin	X	n/a	
Secretary	Lisa Merriweather	X	n/a	
Arts + Architecture	Gretchen Alterowitz		Angela Rajagopalan	
Business	Chandra Subramaniam	X	Charles Bodkin	
Computing & Informatics	Mohamed Shehab		Srinivas Akella	
Education	Jeanneine Jones		Drew Polly	
Engineering	Yesim Sireli		Gary Teng	
Health & Human Services	Mike Turner		Andrew Harver	
Liberal Arts & Sciences	Ann Gonzalez		Jose Batista	
Liberal Arts & Sciences	Jon Marks	X	George Demakis	
Liberal Arts & Sciences	Jen Hartman		Jen Munroe	X
Library	Ryan Harris	X	Katie Howell	
<b>Chancellors and Deans (ex-officio)</b>				
Chancellor	Phil Dubois			
Provost and Vice Chancellor for AA	Joan Lorden			
Vice Chancellor for Research & Econ Dev	Rick Tankersley			
Vice Chancellor for Student Affairs	Kevin Bailey	X		
Dean, College of Arts + Architecture	Ken Lambla			
Dean, College of Business	Steve Ott			
Dean, College of Computing & Informatics	Fatma Mili		Bill Tolone	X
Dean, College of Education	Ellen McIntyre		Dawson Hancock	X
Dean, College of Engineering	Robert Johnson	X		
Dean, College of Health & Human Services	Jennifer Troyer	X		
Dean, College of Liberal Arts & Sciences	Nancy Gutierrez		Banita Brown	X
Dean, Graduate School	Tom Reynolds	X		
Dean, Library	Anne Moore			
Dean, University College	John Smail	X		
<b>Academic Unit Representatives</b>				
Accountancy	Paul Tanyi	X	Marcia Watson	
Aerospace Studies	John Hukka		Bret Peters	
Africana Studies	Veronica Robinson		Tanure Ojaide	
Anthropology	Jon Marks	X	<i>vacant</i>	
Architecture	Emily Makas	X	Jefferson Ellinger	
Art & Art History	Jane Dalton		Thomas Schmidt	
Bioinformatics & Genomics	Mindy Shi		Cory Brouwer	
Biological Sciences	Matt Parrow		Melanie Harris	X
Business Info. Systems & Oper. Mgmt.	Ram Kumar		Kexin Zhao	
Chemistry	Tom Schmedake	X	Christopher Bejger	

Civil & Environmental Engineering	Shen-En Chen	X	Milind Khire	
Communication Studies	Craig Paddock	X	Sandy Hanson	
Computer Science	Taghi Mostafavi	X	Samira Shaikh	
Counseling	Lyndon Abrams		Ed Wierzalis	
Criminal Justice + Criminology	Matt Phillips	X	Anna Divita	
Dance	Tamara Williams		Karen Hubbard	
Economics	Ellen Sewell	X	Paul Gaggl	
Educational Leadership	Carl Westine		Mark D'Amico	X
Electrical & Computer Engineering	Arindam Mukherjee		<i>vacant</i>	
Engineering Tech. & Construction Mgmt.	Jake Smithwick		Aidan Browne	X
English	Greg Wickliff	X	Ron Lunsford	
Finance	Yilei Zhang	X	Kiplan Womack	
Geography & Earth Sciences	John Diemer	X	Sara Gagne	
Global, International & Area Studies	Amal Khoury		Harry Chernotsky	X
History	Oscar Larsen	X	Sonya Ramsey	
Kinesiology	Bret Wood	X	Jeff Barto	
Languages & Culture Studies	Michael Doyle		Concepcion Godev	X
Library	Rita Johnston	X	Kate Dickson	
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Nima Jalali	X	Charles Bodkin	
Mathematics & Statistics	Kevin McGoff	X	Gabor Heteyi	
Mechanical Engineering & Engr. Science	Terry Xu	X	Praveen Ramaprabhu	
Middle, Secondary & K-12 Education	Warren DiBiase	X	Susan Harden	
Military Science	Stephan Hobbs		Marcus Craig	
Music	Evelyn Orman	X	Elizabeth Sullivan	
Nursing	Willie Mae Abel	X	Christine Elnitsky	
Philosophy	Lisa Rasmussen	X	Eddy Souffrant	
Physics & Optical Science	Tsing-Hua Her	X	Menelaos Poutous	
Political Science & Public Admin.	John Szmer	X	Tom Barth	
Psychology	Amy Canevello	X	Jane Gaultney	
Public Health Sciences	Monika Sawhney	X	Lorenzo Hopper	
Reading & Elementary Education	Luke Reinke		Anne Cash	X
Religious Studies	James Tabor		Eric Hoenes de Pinal	
Social Work	Diana Rowan		Susan McCarter	X
Sociology	Murray Webster		Stephanie Moller	X
Software & Information Systems	Celine Latulipe	X	Dale-Marie Wilson	
Special Education & Child Development	Kelly Anderson		Gloria Campbell-Whatley	X
Systems Engineering & Engr. Mgmt.	Gary Teng	X	Tao Hong	
Theatre	Robin Witt		Kaja Dunn	
University Writing Program	Jan Rieman		Ashlyn Walden	X