

Faculty Council

Minutes of January 9, 2020 Meeting

Voting Members Present

(Ex Officio): Joel Avrin (President); Debra Smith (Secretary); Charles Bodkin (FEC, COB); Sukumar Kamalasadana (FEC, COE); Susan McCarter (FEC, CHHS); Jen Munroe (FEC, CLAS); Ryan Harris (FEC, LIB); Phil Dubois (Chancellor); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Kevin Bailey (Vice Chancellor for Student Affairs); Jennifer Troyer (COB Interim Dean); Bill Tolone (On behalf of CCI Dean); Catherine Blat (On behalf of COE Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

(Unit Representatives): Debra Smith (AFRS); Dennis Ogburn (ANTH); Kelly Carlson-Reddig (SOA); Cory Brouwer (BINF); Melanie Harris (BIOL); Jay Troutman (CHEM); Melody Dixon-Brown (COMM); Zbyszek Ras (ITCS); Phyllis Post (CSLG); Sam DeWitt (CJUS); Ellen Sewell (ECON); Ayesha Sadaf (EDLD); Sukumar Kamalasadana (ETCM); Weimin Wang (ECGR); Yilei Zhang (FINN); Craig Allan (GYES); Amal Khoury (GIAS); Dan Dupre (HIST); David Boyd (LACS); Karen Ford-Eickhoff (MGMT); Nima Jalali (MKTG); Shaoyu Li (MATH); Regina Vrikkis (MEES); Warren DiBiase (MDSK); Shawn Smith (MUSC); Florence Okoro (SON); Lisa Rasmussen (PHIL); Shunji Egusa (PHYS); James Douglas (POLS); Andrew Case (PSYC); Lauren Wallace (PHS); Maryann Mraz (REEL); Kent Brintnall (RELS); Suzanne Boyd (SOWK); Phil Rutledge (SOCY); Tonya Frevert (ITIS); Kelly Anderson (SPED); Ertunga Ozelkan (SEEM); David Fillmore (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): Gretchen Alterowitz (FEC, COAA); Mohamed Shehab (FEC, CCI); Drew Polly (FEC, COED); Beth Whitaker (FEC, CLAS); James Tabor (FEC, CLAS); Rick Tankersley (Vice Chancellor for Research and Economic Development); Brook Muller (COAA Dean); Teresa Petty (COED Interim Dean); Catrine Tudor-Locke (CHHS Dean)

(Unit Representatives): Paul Tanyi (ACCT); John Hukka (AERO); Bonnie Noble (ARTS); Ram Kumar (BISOM); Brett Tempest (CEGR); Tamara Williams (DANC); Doug Hague (DTSC); Bryn Chancellor (ENGL); Jeff Barto (KNES); Katie Howell (LIB); Stephan Hobbs (MSCI); Member (PAS)

Also Present (but Not Voting)

Matthew Wyse (Academic Affairs); Aimee Hawkins (Academic Affairs); Garvey Pyke (CTL); Jody Cebina (Distance Education); Johnna Watson (Graduate School); Katherine Hall-Hertel (Graduate School); Beth Rugg (ITS); Jesh Humphrey (Legal Affairs); Janet Daniel (OASES)

(Attendance chart attached)

The meeting began at 1:05 P.M.

1. **Minutes of the Previous Meeting of the Faculty Council.** No discussion ensued. Dewitt moved to approve the minutes. The motion was seconded. The minutes for the November 21, 2019 meeting were approved unanimously.
2. **Request to Award Posthumous Degree to Robert Loch Walker.** Munroe moved to approve the request. Douglas seconded the motion. The request to award a posthumous degree to Robert Loch Walker was approved unanimously.
3. **Food Insecurity on Campus.** Kevin Bailey, Vice Chancellor for Student Affairs, introduced Nicole Peterson and the issue of food insecurity. Peterson said food insecurity is a concern across campus and across the United States. The presentation slides and survey results documents presented are on the Faculty Governance website. The Spring 2019 survey had 780 responses of the 6,000 students the survey was sent to, which is a 13% response rate. The results show that 32% of students surveyed were food insecure using the USDA measure. Who are these students? The longer on campus the more food insecure students become. Minority students are more likely than white students to be food insecure. Those with disabilities are also more likely. Those who are food insecure find it much more difficult to get to the grocery store due to transportation, time, or other factors. Our results also found that students do not access support often, due to barriers. Twenty-nine percent (29%) of our students have had evidence of housing insecurity. Primary reasons for housing insecurity were lack of money, lack of family support, not know about available resources, and unexpected gaps in housing access. Most of our students have health care access, with only 2% of respondents not having healthcare. Seventeen percent (17%) had healthcare through UNC Charlotte, while 58% accessed it through their parents. Still there is a medical services gap, because the students do not seek medical care when they need it over financial concerns. Ninety-seven (97%) of respondents report owning or leasing a smartphone, but 52% report some delays in their internet speeds in their primary location and 28% say they would use the internet more if they could. How are we addressing these concerns? A task force was created to address food and housing insecurity. The taskforce is discussing the results of this survey, other studies, and recommendations received. One recommendation is for faculty to put in course syllabi information about food insecurity and where to go/resources, such as the Jamil Niner Student Pantry and their hours of operation.

Boyd asked if there is a difference in food insecurity between undergraduate and graduate students. Peterson said 22% of first-year students have food insecurity, while 59% of fifth-year students have food insecurity. Food insecurity rates generally rise over total number of years in school.

Lorden noted that some institutions have setup a system to donate unused swipes on food plans. Peterson said that UNC Charlotte does this. It is called Swipe Out Hunger:
<https://ninerpantry.uncc.edu/resources/meal-swipes-program>.

Bailey mentioned that there is also a food recovery program in which we partner with Chartwells. We are looking at our campus and how we can do more. We are thinking about adding a second

location for Jamil Niner Student Pantry that will be more centrally located. And we have reduced the food plan cost.

4. **Non-Tenure Track Review, Reappointment and Promotion Procedures Proposal.** Dixon-Brown moved to un-table the agenda item. The motion was seconded and approved. Avrin provided background on this agenda item. Troyer mentioned how the College of Business operates. In the College of Business there is an elected committee. It is a small college, so this works for us. Non-tenure track faculty members are on the committee and are voting members. Brouwer said the College of Computing and Informatics has handled it with a special elected committee (with equal representation between tenure track and non-tenure track) and everyone having voting rights. Avrin asked the Faculty Council if this latest proposal version reflects what your colleges do or could it work in your colleges? Gutierrez indicated that the proposed language here works for College of Liberal Arts & Sciences. It is global enough for us to work with it. Munroe asked that with language requiring special faculty serve on the committee, what if a department does not have any special faculty? There is concern about workload it could have on non-tenure faculty. Avrin shared what the lecturers he talked to had to say on the matter. Avrin added that based on what he was hearing at this meeting, it appears that more discussion and work is necessary. He asked the Council to correct him if he is wrong. He mentioned that he is happy to entertain amendments. Lorden said she has heard in this discussion a few principles that we all adhere to: (1) there should be an elected faculty committee responsible for the review, (2) that the committee should contain a representation of the non-tenure track faculty, and (3) that there be an opportunity for rebuttal. Those are the three principles that are most salient. We could vote on the principles and send back to FEC on the direction of how to make it work. Avrin indicated that we could run this by the next Deans Council. Ford-Eickhoff added the second principle should be “that the committee should contain a voting representation of the non-tenure track faculty”. Also, we should tell special faculty that they have the right to disagree in writing. Gutierrez added that of the three forms that we have to send forward (one is a contract, one is a form for recommending faculty member for appointment), none of them is about their review. The forms do not match what this particular personnel manner is. On form AA20, could we have another section for special faculty? Avrin said we will need to parse through these forms and make changes. Perhaps we can have FEC look at this. Ford-Eickhoff moved to table. The motion was seconded. The motion to table the proposal was approved.
5. **Policy on Parental Leave Accommodations for Graduate Students.** Hall-Hertel mentioned that there was a correction made at Graduate Council not reflected. The Graduate Council removed the difference between birth and adoption in the weeks of eligible leave. The first sentence in item #3 should read “The graduate student will be eligible for up to 6 weeks of continuous, paid leave.” The second sentence should be removed and the words “(or 3 week)” should be removed from the second bullet. Smail asked if we could we change the wording of “department” to “unit”. Smith (Department of Music) believes the wording “the Graduate School will work to identify funding” would be better as “will identify funding”. Avrin said he understands this concern, but the Graduate School will likely not commit to that change. Reynolds indicated that language was in the policy to have a shared vision and shared responsibility. It does not happen often and is only for that up to 6

week period. Munroe said she likes supporting graduate students, but worries about passing a policy without knowing how it will work. Is the responsibility shared or on the unit? Lorden said that when a faculty member is on leave someone else has to step up. This policy is about how you treat the student. Someone else will have to step up to help cover for them. The student should not lose their position, instead they should be covered until their return. Hall-Hertel added that the idea is to prevent the student from getting cutoff. We created this policy proposal with insight into what Chapel Hill and other peer institutions are doing. Avrin said the first bullet in item #3 could be amended or removed. We could also replace “department” with “unit” throughout document. Perhaps we should send this back to Graduate Council. Dewitt moved to table the policy proposal and send back to Graduate Council. Ozelkan seconded the motion. The motion to table the policy proposal and send back to Graduate Council was approved.

6. Report of the Chancellor. Chancellor Dubois gave the following report:

- I went to the Bahamas with the football team. It was a great experience for our students. Several members of our band and cheerleaders went. Some had not traveled outside the United States before.
- The State legislature will be reconvening on whether there will be a vote to override the Governor’s veto on the budget. The House and Senate plans differ on increase for faculty (0.5% or 2.0%).
- The new recreation center is only \$13.43 per month for faculty and staff.
- Our chancellor search process is moving forward. Will begin reviewing applications on the 17th.
- The UNC System presidential search may be a little behind. President Roper will not be there beyond June 30th.
- I will be around until after commencement. June 30th my last day. If there is not a Chancellor named by July 1, then decisions will have to be made on how to proceed.
- Regarding the recommendations for April 30th remembrance. If we go forward with a memorial, it will cost around \$1 million. An email will be coming out about how to attend remembrance events. \$25 for faculty and \$10 for students for tickets to the remembrance event at Blumenthal Center.
- Final decisions of IT reorganization will come out next week. I have asked for reasoning to go with each decision.

7. Report of the Provost. Provost Lorden provided the following report:

- The B.S. in Data Science is with the UNC System Office and comment period of four weeks. We believe it will be approved by the end of the semester.
- The search process for deans is underway.
- Each year, UNC Charlotte welcomes more community college transfer students than any other North Carolina college or university. Seamless transfer from community college to UNC Charlotte is the goal and we have approached this through a variety of programs. In visiting community colleges, we have received positive comments on the programs. We are continually learning the best approaches.

- The Graduate School has exceeded Spring enrollment expectations, but overall the university is still below expectations. Enrollment is what pays the bills here.

8. **Report of the President.** Faculty President Joel Avrin had the following comments:

- Do a search for “economic impact” on the UNC Charlotte website. Please take a look the search results. I presented this economic impact study at Faculty Assembly and feel gathering this type of information could only be helpful to the universities in our system.
- Remember the issue of the Silent Sam statue at Chapel Hill. The UNC System gave \$2.5 million to the Sons of Confederate Veterans group to take the statue. The new chancellor did not agree. Do we formally want to agree with objections? Feel free to send me your comments.

9. **New Business.** Dewitt announced that Lucasfilm has officially named Riley Howell a Jedi Master to honor his extraordinary act of courage. A fitting tribute as Riley was an avid Star Wars fan.

Meeting adjourned at 2:22 P.M.

Minutes submitted by Matthew Wyse, Faculty Governance Assistant

(Attendance chart attached)

Unit/Title	Representative	Present (Initial)	Alternate	Present (Initial)
Faculty Executive Committee Members (ex-officio)				
Faculty President	Joel Avrin	X	n/a	
Past President	-		n/a	
Secretary	Debra Smith	X	n/a	
Arts + Architecture	Gretchen Alterowitz		Angela Rajagopalan	
Business	Charles Bodkin	X	Chandra Subramaniam	
Computing & Informatics	Mohamed Shehab		Srinivas Akella	
Education	Drew Polly		Dawson Hancock	
Engineering	Jy Wu		Sukumar Kamalasan	X
Health & Human Services	Susan McCarter	X	Travis Hales	
Liberal Arts & Sciences	Jen Hartman		Jen Munroe	X
Liberal Arts & Sciences	Beth Whitaker		Dale Grote	
Liberal Arts & Sciences	James Tabor		<i>vacant</i>	
Library	Ryan Harris	X	Katie Howell	
Chancellors and Deans (ex-officio)				
Chancellor	Phil Dubois	X		
Provost and Vice Chancellor for AA	Joan Lorden	X		
Vice Chancellor for Research & Econ Dev	Rick Tankersley			
Vice Chancellor for Student Affairs	Kevin Bailey	X		
Dean, College of Arts + Architecture	Brook Muller			
Dean, College of Business	Jennifer Troyer	X		
Dean, College of Computing & Informatics	Fatma Mili		Bill Tolone	X
Dean, College of Education	Ellen McIntyre			
Dean, College of Engineering	Robert Johnson		Catherine Blat	X
Dean, College of Health & Human Svcs.	Catrine Tudor-Locke			
Dean, College of Liberal Arts & Sciences	Nancy Gutierrez	X		
Dean, Graduate School	Tom Reynolds	X		
Dean, Library	Anne Moore	X		
Dean, University College	John Smail	X		
Academic Unit Representatives				
Accountancy	Paul Tanyi		Marcia Watson	
Aerospace Studies	John Hukka		Bret Peters	
Africana Studies	Debra Smith	X	Veronica Robinson	
Anthropology	Catherine Fuentes		Dennis Ogburn	X
Architecture	Kelly Carlson-Reddig	X	<i>vacant</i>	
Art & Art History	Bonnie Noble		Eldred Hudson	
Bioinformatics & Genomics	Cory Brouwer	X	Robert Reid	
Biological Sciences	Melanie Harris	X	Matt Parrow	
Business Info. Systems & Oper. Mgmt.	Ram Kumar		Kexin Zhao	
Chemistry	Jay Troutman	X	Jordan Poler	

Civil & Environmental Engineering	Brett Tempest		Srinivas Pulugurtha	
Communication Studies	Melody Dixon-Brown	X	Craig Paddock	
Computer Science	Zbyszek Ras	X	Taghi Mostafavi	
Counseling	Phyllis Post	X	Susan Furr	
Criminal Justice + Criminology	Sam Dewitt	X	Bruce Arrigo	
Dance	Tamara Williams		Marissa Nesbit	
Data Science	Doug Hague			
Economics	Ellen Sewell	X	Paul Gaggl	
Educational Leadership	Ayesha Sadaf	X	Carl Westine	
Electrical & Computer Engineering	Sukumar Kamalasan	X	Robert Cox	
Engineering Tech. & Construction Mgmt.	Weimin Wang	X	Jake Smithwick	
English	Bryn Chancellor		Alan Rauch	
Finance	Yilei Zhang	X	Kiplan Womack	
Geography & Earth Sciences	Craig Allan	X	Larianne Collins	
Global, International & Area Studies	Amal Khoury	X	Harry Chernotsky	
History	Dan Dupre	X	Peter Thorsheim	
Kinesiology	Jeff Barto		David Verrill	
Languages & Culture Studies	David Boyd	X	Anastasia Korolova	
Library	Katie Howell		Jeff McAdams	
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Nima Jalali	X	Charles Bodkin	
Mathematics & Statistics	Qingning Zhou		Shaoyu Li	X
Mechanical Engineering & Engr. Sci.	Regina Vrikkis	X	Nigel Zheng	
Middle, Secondary & K-12 Education	Warren DiBiase	X	Greg Wiggan	
Military Science	Stephan Hobbs		Marcus Craig	
Music	Shawn Smith	X	Jeremy Marks	
Nursing	Kelly Powers		Florence Okoro	X
Performing Arts Services				
Philosophy	Lisa Rasmussen	X	Eddy Souffrant	
Physics & Optical Science	Tsing-Hua Her		Shunji Egusa	X
Political Science & Public Admin.	James Douglas	X	Joshua Miller	
Psychology	Andrew Case	X	Amy Canevello	
Public Health Sciences	Lauren Wallace	X	Lorenzo Hopper	
Reading & Elementary Education	Maryann Mraz	X	Anne Cash	
Religious Studies	Kent Brintnall	X	William Sherman	
Social Work	Suzanne Boyd	X	Shanti Kulkarni	
Sociology	Webster Murray		Philip Rutledge	X
Software & Information Systems	Tonya Frevert	X	Dale-Marie Wilson	
Special Education & Child Development	Kelly Anderson	X	Shawnee Wakeman	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan	X	Gary Teng	
Theatre	David Fillmore	X	Mark Pizzato	
Writing, Rhetoric and Digital Studies	Amy Colombo	X	Justin Cary	