

Faculty Council

Minutes of October 29, 2020 Meeting

Voting Members Present

(Ex Officio): Joel Avrin (President); Susan Harden (President-Elect); Debra Smith (Secretary); Chris Jarrett (FEC, COAA); Dongsong Zhang (FEC, COB); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Jay Wu (FEC, COE); Anton Pujol (FEC, CLAS); Beth Whitaker (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Rick Tankersley (Vice Chancellor for Research and Economic Development); Kevin Bailey (Vice Chancellor for Student Affairs); Antonis Stylianou (On Behalf of COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Interim Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Johnna Watson (On Behalf of Graduate School Dean); Anne Moore (Library Dean)

(Unit Representatives): Paul Tanyi (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); Thomas Forget (SOA); Jeff Murphy (ARTS); Robert Reid (BINF); Melanie Harris (BIOL); Kexin Zhao (BISOM); Christopher Bejger (CHEM); Melody Dixon (COMM); Wenwen Dou (CS); Jack Culbreth (CSLG); Delia Neil (DANC); Krista Saral (ECON); Ayesha Sadaf (EDLD); Yong Zhang (ECE); Jake Smithwick (ETCM); Juan Meneses (ENGL); Ping Hu (FINN); Craig Allan (GYES); John Cox (GLBS); Ella Fratantouno (HIST); David Verrill (KNES); David Boyd (LACS); Nikki Thomas (LIB); Karen Ford-Eickhoff (MGMT); Charles Bodkin (MKTG); Shaoyu Li (MATH); Jerry Dahlberg (MEES); Warren DiBiase (MDSK); Fred Spano (MUSC); Florence Okoro (SON); Beth Yoder (PAS); Lisa Rasmussen (PHIL); Menelaos Poutous (PHYS); Tom Barth (POLS); Andrew Case (PSYC); Lauren Wallace (PHS); Tracy Rock (REEL); John Reeves (RELS); Phil Rutledge (SOCY); Rob Pennington (SPED); Robin Witt (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): Susan McCarter (FEC, CHHS); James Tabor (FEC, CLAS); Brook Muller (COAA Dean); John Smail (UCOL Dean)

(Unit Representatives): Dustin Puett (AERO); Brett Tempest (CEGR); Sam DeWitt (CIUS); Doug Hague (DTSC); Caitlin Moore (MSCI); Travis Hales (SOWK); Sunshine Niu (SIS); Ertunga Ozelkan (SEEM)

Also Present (but Not Voting)

Dick Beekman (Student Senate); Cathy Blat (College of Engineering); Jody Cebina (Distance Education); Janet Daniel (OASES); Katherine Hall-Hertel (Graduate School); Aimee Hawkins (Academic Affairs); Jesh Humphrey (Legal Affairs); Jonathan Mitchell (Student Senate); Malin Pereira (Executive Director, Honors College); Olga Pogorelsky (Registrar's Office); Garvey Pyke (CTL); Jon Reece (Registrar); Kimberly Rodgers (University Center for Academic Excellence); Tahlieah Sampson (Student Body President); Susan Sell (College of Health and Human Services); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs)

(Attendance chart attached)

The meeting began at 1:00 P.M. Avrin mentioned the addition made to the agenda [item #5] which was previously emailed to the Faculty Council.

1. **Minutes of the Previous Meeting of the Faculty Council.** Ford-Eickhoff moved to approve the minutes. Okoro seconded the motion. The minutes for the September 24, 2020 meeting were approved unanimously.
2. **Request to Award Degree in Memoriam to Hunter T. Awtrey.** Dixon moved to approve the request. Whitaker seconded the motion. The request to award a degree in memoriam to Hunter T. Awtrey was approved unanimously.
3. **Request to Award Posthumous Degree to Melanie Saesee.** Harden moved to approve the request. Dixon seconded the motion. The request to award a posthumous degree to Melanie Saesee was approved unanimously.
4. **Revisions to Academic Policy and Procedure: Evaluation of Faculty Administrators.** Lorden said that we were advised by the Office of Legal Affairs that our practice was not in line with State law. These proposed revisions are the alternative approach to allowing faculty input within the law. We cannot publish publicly the evaluation of the administrators as we have been. Avrin asked if there are questions. Gutierrez wanted to be clear on the change. I, as dean, do not send out anything, the department chair does, correct? Lorden answered affirmatively. Smith moved to approve the proposed revisions. Whitaker seconded the motion. The revisions to Academic Policy and Procedure: Evaluation of Faculty Administrators was approved unanimously.
5. **Pass/No Credit Discussion for Fall 2020.** Avrin indicated that Tahlieah Sampson and Jonathan Mitchell are here from the Student Government Association. Students are facing a lot of stress in the courses this term. Motivation for acting now is that the withdrawal date is this coming week. Lorden shared a summary of the discussion and concerns shared at the Future Planning Advisory Group meeting on Wednesday. Most institutions are providing some kind of accommodation, but none are going to full Pass/No Credit. We need to be sure not to disrupt student financial aid and not disrupt student progression requirements. We should note that with Pass/No Credit students below 2.0 GPA will not have opportunity to raise their grades. We will need to work with our grading system and Banner restrictions. Avrin shared a summary of the discussion on the screen and talked about possible options. He asked if we should go forward with some kind of policy accommodation. Student Body President Tahlieah Sampson said she is constantly receiving calls and emails from students, especially after hearing that UNC Chapel Hill and NC State are offering Pass/Fail. Students are mentally and emotionally struggling. Jonathan Mitchell, Speaker of the Student Senate, said students want to know now, before the withdrawal deadline, whether a Pass/Fail option will be available. Dixon shared her belief that we should accommodate students as

much as possible while preparing them as much as possible for life. You are still expected to perform at a high level. Employees are having to take on more responsibilities in these times. We need to help them prepare for career demands. Dahlberg agrees and worries that students that would earn a “D” but are getting a “Pass” instead will advance, and this will catch up with them as they are not prepared for the classes that follow. Mili added that some students are comfortable with the current configuration of class formats and some are not. Not everyone has the same access to labs. Someone asked if there is a financial impact to taking an incomplete? Lorden answered that the student has already paid for the course and have one year to complete. Dick Beekman, Student Senator, indicates that students are withdrawing because they think it is the only way to ensure their grades will not be pulled down, to no fault of their own, as they are struggling during this pandemic. Not all students have been able to adjust - courses changed formats, some instructors are not responsive to student questions, and online classes are not how some students learn. Avrin added that some students struggle with asynchronous courses. The chat during this meeting shows some consensus with option #2 which extends the deadline for students to elect P/NC for a specific course. Avrin asked if someone wanted to make a motion that we offer some kind of accommodation. Whitaker moved and DiBiase seconded the motion to do something. The motion to provide some kind of accommodation carried. Avrin stated that there are still options available to students to take an incomplete or withdraw or petition their college for a Pass/No Credit grade in a course. Those options are not going away. Spano suggested that courses that require a “C” or better not be available to use “Pass/No Credit” to advance to next course in sequence. Registrar Jon Reece said currently “Pass/No Credit” is all or nothing. We do not have a way to separate out “P’s” that would have been “D’s”. We could update grading for future, but in current structure for this term we cannot. We might be able to create a list of courses that would not be eligible for students to take a “Pass/No Credit”. Discussion ensued on whether we should allow students to choose “Pass/No Credit” after receiving their grades. Discussion consensus was against that idea. Avrin asked if we should have the deadline soon perhaps around the withdrawal deadline. Avrin summed what he is hearing – appears the consensus is around extending the deadline for students to elect P/NC with the exception for courses that are listed as exempt. Still we would need to figure out what the deadline should be and whether we should allow P/NC for more than one course. Harden moved to extend the deadline, exempt progression courses, and allow the Faculty Executive Committee to decide the details. Jarrett seconded the motion. The motion to extend the P/NC deadline, exempt progression courses, and grant the FEC the authority to decide the details was approved unanimously.

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

- We are beginning the strategic planning process. There is a town hall for faculty on November 4th and an online survey available through November 6th. Pinku Mukherjee and George Banks are the co-chairs of the strategic planning group.
- We are continuing to monitor waste water. This has been effective at finding COVID before it spreads. COVID testing is available to all students. They can be tested ahead of Thanksgiving and after students return in January.
- Our budget and financial outlook is a continuing open question. We have been warned that we will have less. We are not bringing in the same revenue and are having to spend on

things we normally would not have. Thank you to everyone. You all have been patient. I appreciate you. We will continue to share information as we receive it.

7. **Report of the Provost.** Provost Lorden gave the following report:
 - The U.S. election is coming up. Eric Heberlig is leading a town hall discussion with students on November 4th regarding thoughts on the election.
 - What should we do with annual reviews on faculty is a question often asked. We are working on this, on how to adjust.

8. **Report of the President-Elect.** President-Elect Harden wanted to remind everyone to engage in this election. Please vote.

9. **Report of the President.** President Avrin mentioned that the UNC System is trying to improve people's view of the universities with a day-in-the-life of a professor series.

10. **New Business.** Ford-Eickhoff reminded people to donate to the Faculty Legacy Scholarship at fls.uncc.edu. This is part of the Giving Green campaign. Thank you.

Whitaker moved to adjourn. Jarrett seconded the motion. The meeting adjourned at 2:28 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	
President-Elect	Susan Harden	X	n/a	
Secretary	Debra Smith	X	n/a	
Arts + Architecture	Chris Jarrett	X	Aspen Hochhalter	
Business	Dongsong Zhang	X	Xiuli He	
Computing & Informatics	Heather Lipford	X	Xi Niu	
Education	Dawson Hancock	X	Greg Wiggan	
Engineering	Jay Wu	X	Sukumar Kamalasan	
Health & Human Services	Susan McCarter		Travis Hales	
Liberal Arts & Sciences	Anton Pujol	X	Lisa Rasmussen	
Liberal Arts & Sciences	Beth Whitaker	X	Dale Grote	
Liberal Arts & Sciences	James Tabor		<i>vacant</i>	
Library	Katie Howell	X	Marc Bess	
Chancellors and Deans (ex-officio)				
Chancellor	Sharon Gaber	X		
Provost and Vice Chancellor for AA	Joan Lorden	X		
Vice Chancellor for Research & Econ Dev	Rick Tankersley	X		
Vice Chancellor for Student Affairs	Kevin Bailey	X		
Dean, College of Arts + Architecture	Brook Muller			
Dean, College of Business	Jennifer Troyer		Antonis Stylianou	X
Dean, College of Computing & Informatics	Fatma Mili	X		
Dean, College of Education	Teresa Petty	X		
Dean, College of Engineering	Robert Keynton	X		
Dean, College of Health & Human Svcs.	Catrine Tudor-Locke	X		
Dean, College of Liberal Arts & Sciences	Nancy Gutierrez	X		
Dean, Graduate School	Tom Reynolds		Johnna Watson	X
Dean, Library	Anne Moore	X		
Dean, University College	John Smail			
Academic Unit Representatives				
Accountancy	Paul Tanyi	X	Hughlene Burton	
Aerospace Studies	Dustin Puett		Jacob Morton	
Africana Studies	Oscar de la Torre		Debra Smith	X
Anthropology	Catherine Fuentes	X	Jon Marks	
Architecture	Thomas Forget	X	Mona Azarbayjani	
Art & Art History	Jeff Murphy	X	Bonnie Noble	
Bioinformatics & Genomics	Robert Reid	X	Wei Sha	
Biological Sciences	Melanie Harris	X	Matt Parrow	
Business Info. Systems & Oper. Mgmt.	Kexin Zhao	X	Ram Kumar	
Chemistry	Christopher Bejger	X	Jerry Troutman	

Civil & Environmental Engineering	Brett Tempest		Srinivas Pulugurtha	
Communication Studies	Melody Dixon	X	Craig Paddock	
Computer Science	Wenwen Dou	X	Jing Yang	
Counseling	Jack Culbreth	X	Pamela Lassiter	
Criminal Justice + Criminology	Sam Dewitt		Bruce Arrigo	
Dance	Delia Neil	X	Kim Jones	
Data Science	Doug Hague			
Economics	Krista Saral	X	Paul Gaggl	
Educational Leadership	Ayesha Sadaf	X	Stella Kim	
Electrical & Computer Engineering	Yong Zhang	X	Aba Ebong	
Engineering Tech. & Construction Mgmt.	Jack Smithwick	X	Carlos Orozco	
English	Juan Meneses	X	Ron Lunsford	
Finance	Yilei Zhang		Ping Hu	X
Geography & Earth Sciences	Craig Allan	X	Larianne Collins	
Global Studies	Joyce Dalsheim		John Cox	X
History	Ella Fratantouno	X	Jurgen Buchenau	
Kinesiology	David Verrill	X	Sarah Hess	
Languages & Culture Studies	David Boyd	X	Noha Ghali	
Library	Catherine Tingelstad		Nikki Thomas	X
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Charles Bodkin	X	Brian Whelan	
Mathematics & Statistics	Shaoyu Li	X	Qingning Zhou	
Mechanical Engineering & Engr. Sci.	Jerry Dahlberg	X	Brigid Mullany	
Middle, Secondary & K-12 Education	Warren DiBiase	X	Susan Harden	
Military Science	Caitlin Moore		Hayden Hoffman	
Music	Fred Spano	X	Dylan Savage	
Nursing	Florence Okoro	X	Teresa Gaston	
Performing Arts Services	Rick Moll		Beth Yoder	X
Philosophy	Lisa Rasmussen	X	Shannon Sullivan	
Physics & Optical Science	Menelaos Poutous	X	Vasily Astratov	
Political Science & Public Admin.	Tom Barth	X	Martha Kropf	
Psychology	Andrew Case	X	Alyssa McGonagle	
Public Health Sciences	Lauren Wallace	X	Crystal Piper	
Reading & Elementary Education	Tracy Rock	X	Amy Good	
Religious Studies	John Reeves	X	William Sherman	
Social Work	Travis Hales		Suzanne Boyd	
Sociology	Phil Rutledge	X	Webster Murray	
Software & Information Systems	Xi (Sunshine) Niu		Tonya Frevert	
Special Education & Child Development	Rob Pennington	X	Shawnee Wakeman	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan		Gary Teng	
Theatre	Carlos Cruz		Robin Witt	X
Writing, Rhetoric and Digital Studies	Amy Colombo	X	Mia Eaker	