**Faculty Council**

**Minutes of February 9, 2023 Meeting**

**Voting Members Present**

**(Ex Officio)**: Susan Harden (President); Xiaoxia Newton (President-Elect); Debra Smith (Secretary); Elizabeth Sullivan (FEC, COAA Faculty Chair); Dongsong Zhang (FEC, COB); Erik Saule (FEC, CCI Faculty Chair); Dawson Hancock (FEC, COED); Heather Coffey (FEC, COED Faculty Chair); Ron Sass (FEC, COE); Aidan Browne (FEC, COE Faculty Chair); Judy Cornelius (FEC, CHHS); Trudy Moore-Harrison (FEC, CHHS Faculty Chair); Jacqueline Chattopadhyay (FEC, CLAS); Allison McCulloch (FEC, CLAS); Alan Rauch (FEC, CLAS); Amanda Binder (FEC, Library); Sharon Gaber (Chancellor); Alicia Bertone (Provost); John Daniels (V.C. for Research); Antonis Stylianou (on behalf of COB Dean); Bojan Cukic (CCI Dean); Malcolm Butler (COED Dean); Ron Smelser (on behalf of COE Dean); Catrine Tudor-Locke (CHHS Dean); John Smail (CLAS Dean); Katherine Hall-Hertel (on behalf of Graduate School Dean)

**(Unit Representatives)**: Jacob Morton (AERO); Veronica Robinson (AFRS); Catherine Fuentes (ANTH); Kim Clark (APHC); Thomas Forget (SOA); Lisa Homann (ARTS); Rob Reid (BINF); Richard Chi (BIOL); Ram Kumar (BISOM); Christopher Bejger (CHEM); Wei Fan (CEGR); Craig Paddock (COMM); Jack Culbreth (CSLG); Sam Dewitt (CJUS); E.E. Balcos (DANC); Krista Saral (ECON); Stella Kim (EDLD); Ron Sass (ECE); Jake Smithwick (ETCM); Liz Miller (ENGL); Dolly King (FINN); Craig Allan (GYES); Joyce Dalsheim (GLBL); Peter Ferdinando (HIST); Jose Batista (LACS); Joseph Nicholson (LIB); Karen Ford-Eickhoff (MGMT); Oleg Safranov (MATH); Qiuming Wei (MEES); Jeremy Marks (MUSC); Willie Mae Abel (SON); Matthew Fraiser (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Jason Giersch (POLS); Lori Van Wallendael (PSYC); Lauren Wallace (PHS); Barbara Thiede (RELS); Phil Rutledge (SOCY); Jinpeng Wei (SIS); Gloria Campbell-Whatley (SPCD); Laura Waringer (THEA); Suzanne Thomas (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Carlos Cruz (FEC, COAA); Rob Roy McGregor (FEC, COB Faculty Chair); Cynthia Gibas (FEC, CCI); Michael Walter (FEC, CLAS Faculty Chair); Randi Beem (FEC, Library Faculty President); Kevin Bailey (V.C. for Student Affairs); Brook Muller (COAA Dean); Malin Pereira (Honors College Dean); Anne Cooper Moore (Library Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Paul Tanyi (ACCT); Zachary Wartell (CS); Monica Johar (DTSC); Ming Chen (MKTG); Adam Myers (MDSK); Anthony Hester (MSCI); Madelyn Colonnese (REEL); Jackie Garcia (SOWK); SEEM Representative (SEEM)

**Guests Present (Not Voting)**

Matthew Wyse (Academic Affairs); Michael Turner (APHCS); Alicia Bartosch (Bursar’s Office); Claire Kirby (Enrollment Management); Kim Bradley (Chancellor’s Office); Sandra Krause (Graduate School); Janet Daniel (OASES); Beth Rugg (OneIT); Asher Haines (School of Professional Studies); Kimberly Rodgers (UCAE)

1. **Call to Order.** Faculty President Susan Harden called the meeting to order at 1:00 P.M. and welcomed everyone.
2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:

* BOTs meeting: You should all note that Susan Harden has asked for raises at each meeting. The BOTs approved a policy delegated to them by the BOGs on retention and signing bonuses, Policy 101.26. I pushed it forward so that it can be put in place sooner. You can still provide comments. This policy allows us to put guidance on performance-based bonuses; we are crafting this for the April BOTs meeting.
* U.S. News & World Report’s 2023 Best Online Degree rankings were released January 24th. We are highly ranked ([Inside UNC Charlotte](https://inside.charlotte.edu/news-features/2023-01-24/charlotte-ranks-no-4-nation-online-bachelors-degrees)):
  + #4 in the nation in best online bachelor’s degree programs!
  + # 1 in North Carolina in best online bachelor’s degree programs!
  + #23 in best online Master’s in Education
  + #37 in best online Master’s in Nursing
  + #62 in best online Master’s in Engineering
* BOGs meeting: A millennial campus allows for public/private partnerships. We have expanded the area we have for our millennial campus.

1. **Report of the Provost (Dr. Alicia Bertone).** Bertone gave the following report:

* I have been conducting meet and greets. I have a few more to go.
* We are looking at how we can facilitate unit discussions on enrollment and recruitment. Next few months students will start declaring. We are pushing out a communication next week on enrollment and recruitment.

1. **Update from the Ombuds (Scott Deyo, University Ombuds).** Deyo mentioned how one year ago he began as University Ombuds. On February 1, 2022 UNC Charlotte launched an Ombuds program that serves both faculty and staff. The Ombuds provides assistance and provides trainings. The Ombuds operates based on four professional standards:

* Confidential – protects identities and discussions
* Independent – separate from Administration
* Informal – mediative, not investigative
* Impartial – considers all interests

The Ombuds website provides more information: [ombuds.charlotte.edu](https://ombuds.charlotte.edu/). 185 visitors to the Ombuds office from February 2022 to January 2023 shared 348 concerns.

* 122 concerns regarding evaluative relationships (approx. 35%)
* 65 concerns regarding personnel and administrative (approx. 19%)
* 60 concerns regarding appearance of high-risk areas (approx. 17%)
* 56 concerns regarding colleague and team relationships (approx. 16%)
* 45 concerns regarding organization, mission, strategy and culture (approx. 13%)

Perceived retaliation prevents people from coming forward and getting issues resolved.

Ford-Eickhoff mentioned that as Chair of the state-level Faculty Assembly Welfare Committee last year, she submitted the committee’s strong recommendation that all institutions in the UNC System have an ombudsperson in place. Not all do. We are fortunate to have the Ombuds role here at Charlotte.

[The presentation slides are posted on the Faculty Council site.]

1. **Consent Agenda.** Any removals for discussion? Balcos moved to approve the consent agenda. The motion was seconded and motion carried unanimously.

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of January 12, 2023
  2. Approved Request to Rename the Department of Systems Engineering and Engineering Management to the Department of Industrial and Systems Engineering

1. **Faculty Engagement with Bookstore and First Day Implementation (Jody Thompson, Director of Auxiliary Services; Rachel Skipworth, Bookstore and Licensing Program Manager; Cheryl Griffith, Store Manager at Barnes & Noble College).** Thompson, Skipworth, and Griffith talked about the Adoption & Insights Portal (AIP) and how with First Day Complete (FDC) none of this process will change. The Niner Course Pack is a discount for students. Students can use their financial aid and scholarships for course materials. You submit your book adoptions by May 1. Students receive an email. The materials will be available to them by the first day of classes.

**Q:** Is this an all or nothing package?

**A:** Yes, students will want to look at it as a total package to see if it is worth it to them.

**Q:** Rauch – When books are out-of-print or back ordered, then we have to restructure our syllabus. Can this information get to us sooner?

**A:** Since we are asking for May 1, we are ordering earlier and you’ll get notice of out-of-print and backorders sooner.

**Q:** How do students opt-out?

**A:** Students are auto opted-in and get an email 35 days before classes. They can opt out by the census date.

**Q:** For ROTC classes this is an issue. By law we cannot charge students for course materials in Aerospace Studies and therefore we provide all the course materials for free.

**A:** Students will have to opt out. We’ll be in touch to address this specific issue.

Virtual information sessions are available to everyone.

1. **SACSCOC Quality Enhancement Plan (NINERways) (Dr. Kim Harris).** Harris said we’ve been holding town halls on the Quality Enhancement Plan (QEP). We are calling it NINERways. QEP is a required part of SACSCOC review. SACSCOC will have an on-site visit March 20th-23rd. Every student has to take at least one math course; however, plenty of majors require more. Currently, the General Education Program is undergoing a revision and therefore it is a good time to look at the math program and the entry-level curricula to align better with the majors. The goals of the QEP is to decrease DFW rates (% of students who receive a D, F, or withdraw), address equity gaps, and increase 4-year graduation rates. Evan Wantland is the director of this program. The three pillars of NINERways are: math pathways structure and alignment, course curricula coordination, and evidence-based pedagogies and classroom practices. How do we measure success? We aim to decrease by 30% the DFW rate in gateway MATH/STAT courses, reduce variation among sections, reduce equity gaps, and increase FTIC four-year graduation rate by 5%. The main goal is to increase the applicability of the courses for the students. What do students actually need and when?

Q: Rauch – Increasing FTIC 4-year graduate rate by 5% can be a misleading indicator for success, because you could do this by increasing class sizes. Increasing class size would have negative effects.

A: Bertone – Class sizes is an ongoing discussion. We are having these discussions now.

[The presentation slides are posted on the Faculty Council site.]

1. **Report of the President-Elect (Dr. Xiaoxia Newton).** Newton shared that she is the Chair of the Joint Working Group on Equity. This group was formed by merging two prior initiatives: Student Evaluation of Teaching (SET) and Student Experience Project (SEP). The objectives are to improve course evaluation and promote SEP work. The work of the group aims to create synergy between teaching and learning through focus on four pillars:
   1. Practice equity in grading
   2. Adopt inclusive teaching practices
   3. Minimize unconscious bias and social identity threat
   4. Cultivate growth mindset and student motivation

[A presentation slide is posted on the Faculty Council site.]

1. **Report of the President (Dr. Susan Harden).** Harden gave the following report:

* **Proposed Revision to Section 300.5.1 of the UNC Policy Manual, Political Activities of Employees** – Harden said this appeared out of the blue. It is a System-wide policy. I am collecting your responses to this proposed revision. The Faculty Assembly is going to provide a collective response. Jesh Humphrey, General Counsel, spoke to FEC about this matter and the swirling questions.

**Q**: Where did this derive from?

**A**: Not sure, but I can tell you this was not driven from the faculty or the Chancellors.

**Q**: How ill this affect job applications/postings?

**A**: Not completely known yet. Whatever form of this revision is approved, we will get guidance out to everyone.

Send me your comments and concerns. We are raising these questions and will know later where these lines are and how it will be applied, etc. We believe there is an openness to changes to this proposal. The Board of Governors meets at the end of this month (February 23rd).

* **Faculty Policy Review at the UNC System** – This is also now happening at the UNC System. We will have representatives from our campus on the committees reviewing this.
* **Proctoring Program Discouragement Act** – Please consider the students’ perspective on Respondus. Students have privacy issues about this.

**Q**: Our department has an issue with this resolution. It has some wrong assumptions.

**A**: We will bring this resolution to a standing committee of the Faculty Council, the Faculty Information & Technology Services Advisory Committee (FITSAC), to look at this.

* **Faculty Free Expression and Constructive Dialogue Task Force** – This group is writing a resolution. There will be a **Special Faculty Council Meeting** on April 6, 2023 @ 1:00pm to consider this resolution.

No other business. The meeting adjourned at 2:16 P.M.

Minutes taken 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 | Susan Harden | **X** | n/a |  |
| President-Elect | Xiaoxia Newton | **X** | n/a |  |
| Secretary | Debra Smith | **X** | n/a |  |
| Arts + Architecture | Carlos Cruz |  | *vacant* |  |
| Arts + Architecture, Faculty Chair | Elizabeth Sullivan | **X** | *designee* |  |
| Business | Dongsong Zhang | **X** | Xiuli He |  |
| Business, Faculty Chair | Rob Roy McGregor |  | *designee* |  |
| Computing & Informatics | Cynthia Gibas |  | Mohamed Shehab |  |
| Computing & Informatics, Faculty Chair | Erik Saule | **X** | Gabriel Terejanu |  |
| Education | Dawson Hancock | **X** | Greg Wiggan |  |
| Education, Faculty Chair | Heather Coffey | **X** | *designee* |  |
| Engineering | Sukumar Kamalasadan |  | Ron Sass | **X** |
| Engineering, Faculty Chair | Aidan Browne | **X** | *designee* |  |
| Health & Human Services | Judy Cornelius | **X** | Susan McCarter |  |
| Health & Human Services, Faculty Chair | Trudy Moore-Harrison | **X** | Susan McCarter |  |
| Liberal Arts & Sciences | Allison McCulloch | **X** | Jan Rieman |  |
| Liberal Arts & Sciences | J. Chattopadhyay | **X** | Loc Nguyen |  |
| Liberal Arts & Sciences | Alan Rauch | **X** | Joanna Krueger |  |
| Liberal Arts & Sciences, Faculty Chair | Michael Walter |  | *designee* |  |
| Library | Amanda Binder | **X** | Tyler Cline |  |
| Library, Faculty President | Randi Beem |  | Angel Truesdale |  |
| **Chancellors and Deans (ex-officio)** |  |  |  |  |
| Chancellor | Sharon Gaber | **X** |  |  |
| Provost and Vice Chancellor for AA | Alicia Bertone | **X** |  |  |
| Vice Chancellor for Research | John Daniels | **X** |  |  |
| Vice Chancellor for Student Affairs | Kevin Bailey |  |  |  |
| Dean, College of Arts + Architecture | Brook Muller |  |  |  |
| Dean, College of Business | Jennifer Troyer |  | Antonis Stylianou | **X** |
| Dean, College of Computing & Informatics | Bojan Cukic | **X** |  |  |
| Dean, College of Education | Malcolm Butler | **X** |  |  |
| Dean, College of Engineering | Robert Keynton |  | Ron Smelser | **X** |
| Dean, College of Health & Human Svcs. | Catrine Tudor-Locke | **X** |  |  |
| Dean, College of Liberal Arts & Sciences | John Smail | **X** |  |  |
| Dean, Graduate School | Pinku Mukherjee |  | Katherine Hall-Hertel | **X** |
| Dean, Honors College | Malin Pereira |  |  |  |
| Dean, Library | Anne Moore |  |  |  |
| Dean, University College | Lisa Slattery Walker |  |  |  |
| **Academic Unit Representatives** | | | | |
| Accountancy | Paul Tanyi |  | *vacant* |  |
| Aerospace Studies | Maj. Jacob Morton | **X** | Capt. Chloe Donoho |  |
| Africana Studies | Veronica Robinson | **X** | Crystal Eddins |  |
| Anthropology | Catherine Fuentes | **X** | Jon Marks |  |
| Applied Physiology, Health & Clinical Sci | Kim Clark | **X** | David Verrill |  |
| Architecture | Thomas Forget | **X** | Betsy West |  |
| Art & Art History | Lisa Homann | **X** | Heather Freeman |  |
| Bioinformatics & Genomics | Rob Reid | **X** | Alex Dornburg |  |
| Biological Sciences | Richard Chi | **X** | Andrew Truman |  |
| Business Info. Systems & Oper. Mgmt. | Ram Kumar | **X** | Kexin Zhao |  |
| Chemistry | Christopher Bejger | **X** | Jerry Troutman |  |
| Civil & Environmental Engineering | Wei Fan | **X** | *vacant* |  |
| Communication Studies | Craig Paddock | **X** | Melody Dixon |  |
| Computer Science | Zachary Wartell |  | Mohsen Dorodchi |  |
| Counseling | Phyllis Post |  | Jack Culbreth | **X** |
| Criminal Justice + Criminology | Sam Dewitt | **X** | Bruce Arrigo |  |
| Dance | E.E. Balcos | **X** | Kaustavi Sarkar |  |
| Data Science | Monica Johar |  | George Shaw |  |
| Economics | Krista Saral | **X** | Paul Gaggl |  |
| Educational Leadership | Stella Kim | **X** | Ayesha Sadaf |  |
| Electrical & Computer Engineering | Ron Sass | **X** | *vacant* |  |
| Engineering Tech. & Construction Mgmt. | Jack Smithwick | **X** | *vacant* |  |
| English | Liz Miller | **X** | Janaka Lewis |  |
| Finance | Dolly King | **X** | Kiplan Womack |  |
| Geography & Earth Sciences | Craig Allan | **X** | David Vinson |  |
| Global Studies | Joyce Dalsheim | **X** | John Cox |  |
| History | Peter Ferdinando | **X** | Jurgen Buchenau |  |
| Languages & Culture Studies | Jose Batista | **X** | Michael Doyle |  |
| Library | Joseph Nicholson | **X** | Christin Lampkowski |  |
| Management | Karen Ford-Eickhoff | **X** | Torsten Pieper |  |
| Marketing | Ming Chen |  | Nima Jalali |  |
| Mathematics & Statistics | Oleg Safranov | **X** | Will Brian |  |
| Mechanical Engineering & Engr. Sci. | Kamia Smith |  | Qiuming Wei | **X** |
| Middle, Secondary & K-12 Education | Adam Myers |  | Warren DiBiase |  |
| Military Science | Capt. Anthony Hester |  | Capt. Hayden Hoffman |  |
| Music | Jeremy Marks | **X** | Fred Spano |  |
| Nursing | Willie Mae Abel | **X** | Tonya Anderson |  |
| Performing Arts Services | Matthew Fraiser | **X** | Rachel Watkins |  |
| Philosophy | Shannon Sullivan | **X** | Lisa Rasmussen |  |
| Physics & Optical Science | Menelaos Poutous | **X** | Vasily Astratov |  |
| Political Science & Public Admin. | Jason Giersch | **X** | Eric Heberlig |  |
| Psychology | Lori Van Wallendael | **X** | George Demakis |  |
| Public Health Sciences | Lauren Wallace | **X** | Lorenzo Hopper |  |
| Reading & Elementary Education | Tracy Rock |  | Maddie Colonnese |  |
| Religious Studies | Eric Hoenes |  | Barbara Thiede | **X** |
| Social Work | Jackie Garcia |  | Travis Hales |  |
| Sociology | Phil Rutledge | **X** | Elizabeth Stearns |  |
| Software & Information Systems | Jinpeng Wei | **X** | David Wilson |  |
| Special Education & Child Development | Gloria Campbell-Whatley | **X** | Chris O’Brien |  |
| Systems Engineering & Engr. Mgmt. | *vacant* |  | *vacant* |  |
| Theatre | Mark Pizzato |  | Laura Waringer | **X** |
| Writing, Rhetoric and Digital Studies | Suzanne Thomas | **X** | Mia Eaker |  |