

Faculty Council

Minutes of March 3, 2022 Meeting

Voting Members Present

(Ex Officio): Susan Harden (President); Joel Avrin (Past President); Debra Smith (Secretary); Aspen Hochhalter (FEC, COAA); Dongsong Zhang (FEC, COB); Heather Lipford (FEC, CCI); Mary Lou Maher (CCI Faculty Chair); Dawson Hancock (FEC, COED); Ian Binns (COED Faculty Chair); Sukumar Kamalasan (FEC, COE); Judy Cornelius (FEC, CHHS); Susan McCarter (CHHS Faculty Chair); Karen Flint (FEC, CLAS); Anton Pujol (FEC, CLAS); Alan Rauch (FEC, CLAS); Katie Howell (FEC, LIB); Natalie Ornat (Library Faculty President); Joan Lorden (Provost); Rick Tankersley (V.C. for Research and Economic Dev.); Jennifer Troyer (COB Dean); Fatma Mili (CCI Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Cooper Moore (Library Dean); Lisa Slattery Walker (on behalf of UCOL Dean)

(Unit Representatives): Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Jeff Murphy (ARTS); Alex Dornburg (BINF); Richard Chi (BIOL); Kexin Zhao (BISOM); Christopher Bejger (CHEM); Wei Fan (CEGR); Craig Paddock (COMM); Susan Furr (CSLG); Sam Dewitt (CJUS); Kaustavi Sarkar (DANC); Krista Saral (ECON); Stella Kim (EDLD); Aba Ebong (ECE); Jake Smithwick (ETCM); Juan Meneses (ENGL); Ethan Chiang (FINN); Craig Allan (GYES); Peter Thorsheim (HIST); Jose Batista (LACS); Jeff McAdams (LIB); Karen Ford-Eickhoff (MGMT); Ming Chen (MKTG); Eliana Christou (MATH); Kamia Smith (MEES); Hilary Dack (MDSK); Jeremy Marks (MUSC); Kelly Powers (SON); Gordon Olson (PAS); Michael Kelly (PHIL); Menelaos Poutous (PHYS); Joanne Carman (POLS); Victoria Scott (PSYC); Lauren Wallace (PHS); Amy Good (REEL); Julia Moore (RELS); Travis Hales (SOWK); Phil Rutledge (SOCY); David Wilson (SIS); Chris O'Brien (SPCD); Ertunga Ozelkan (SEEM); Carlos Cruz (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): E.E. Balcos (COAA Faculty Chair); Rob Roy McGregor (COB Faculty Chair); Aidan Browne (COE Faculty Chair); Jan Rieman (CLAS Faculty Chair); Sharon Gaber (Chancellor); Kevin Bailey (V.C. for Student Affairs); Brook Muller (COAA Dean); Malcolm Butler (COED Dean)

(Unit Representatives): Dustin Puett (AERO); KR Subramanian (CS); Wlodek Zadronzny (DTSC); Joyce Dalsheim (GLBL); Caitlin Moore (MSCI)

Guests Present (Not Voting)

Jay Raja (Academic Affairs); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Rich Amon (Business Affairs); Kim Bradley (Chancellor's Office); Jules Keith-Le (CTL); Heather McCullough (CTL); Garvey Pyke (CTL, Director); Bill Tolone (CCI); Greg Weeks (CLAS); Asher Haines (Continuing Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Fumie Kato (Faculty Legacy Scholarship Committee, Chair); Katherine Hall-Hertel (Graduate School); Johnna Watson (Graduate School); Malin Pereira (Honors College, Executive Director); Krista Collins (Learning and Organizational Development, Director); Tina Dadio (Legal Affairs); Jesh Humphrey (Legal Affairs, Counsel); Amy Kelso (Legal Affairs); Sam Sears (Legal

Affairs); Christin Lampkowski (Library); Janet Daniel (OASES); Beth Rugg (OneIT); Jody Cebina (Professional Studies); Lyndie Forthofer (Public Health Sciences); Jon Reece (Registrar); Cathy Blat (Student Development and Success); Dick Beekman (Student Government Association); Sarah Humphries (Undergraduate Admissions); Kimberly Rodgers (Undergraduate Education); Coral Wayland (Undergraduate Education)

1. **Call to Order.** Faculty President Susan Harden called the meeting to order and informed everyone they should complete the attendance sheet located in the chat.
2. **Proposed Funding Model (Dr. Rich Amon).** Amon is the Vice Chancellor for Business Affairs. Amon gave a presentation on the proposed UNC System changes to the funding model. Amon explained the current model and then what we know about the proposed model. The proposed model moves away from a mostly enrollment based focus by adding a performance focus. Some of the proposed changes include funds changes in student credit hour, Graduate credits funded at same level as Undergraduate, and cost structure adjusted for new Delaware data. Performance metrics proposed includes weighting credit hours for performance, higher performance receives higher funding, but the details are currently being worked out. Amon noted we have not seen all the details yet. However, they have used these metrics at the Chancellor and Provost level. There has been lots of good conversations with the System Office. They have heard some of our concerns and are making changes to the model. Some of the larger campus feedback was concern about overall average cost per credit hour as well as lack of leveling for health professions and STEM disciplines compared to the current model, lack of funding differentiation between Undergraduate and Graduate, and concern about regular tuition rates being a barrier to summer enrollment. Some of the recommended adjustments to the proposed funding model include basing Nursing rate on data specific to that sub-discipline of Health Professions, adjusting instructional rate for Nursing and Engineering, funding doctoral SCHs for Health Professions and STEM at 2.5x base rate, allowing resident graduate tuition increase, and allowing campuses to set summer tuition up to regular tuition rates. As you can see they are proposing to drastically reduce Masters funding to Undergraduate level. They have said they will be making changes to that part of the proposal, but that wasn't part of the latest changes.

Q: How does the newly proposed UNC System funding model relate to moving to R1 status?

A: R1 institutions are funded at a higher rate in this model.

Q: Can you tell us about the timing?

A: They are pushing to make this effective the next fiscal year; to affect the next fiscal cycle. We have been given some assurances it will be held "hold harmless", the first year, meaning we would get no less than under the previous model.

Q: What do you see as the impact of this newly proposed model?

A: Short-term impact should be positive with the "hold harmless" and Summer added. We need to do a lot more modeling to know longer term.

Q: Mili stated this is concerning for the College of Computing and Informatics, which is the fastest growing college with a large growing graduate population.

A: We will continue to have these important conversations with the System Office.

Q: Smithwick added that Engineering has also shared their concerns. This will have a huge impact in being able to deliver our Graduate programs.

Q: How does this affect future Graduate programs?

A: We might have to find other funding to seed newly started Graduate programs.

Q: Avrin asked if those at the UNC System that proposed this do not understand the impact this would have on Graduate programs. Are they oblivious? What is their reasoning for such a dramatic change?

A: We all have the same question. We have been clear with our concerns and continue to explain the impact.

Q: Rauch mentioned that in this environment it is incredibly difficult to start doctoral programs. With the mixed messages in the proposed funding model, this will make it immensely more difficult.

A: There certainly are issues with having a funding model that tries an approach of one size fits all with these diverse universities.

Q: Wilson said he would like to see a presentation of how these changes affect the operations of each program. I also need it explained how this change in the funding model meets the stated goals. I don't see how this funding model is simpler or how it fulfills the stated goals.

A: As we go through the proposed model, we agree it does not appear simpler. We are still analyzing. It is an abstract model. It doesn't cut from specific programs. The University level still decides how to allocate the money.

3. Report of the Provost (Dr. Joan Lorden). Lorden gave the following report:

- The proposed UNC System funding model does represent a different way of thinking. In the past, we adjusted to enrollment growth. We will now need to rethink things. We have done a good job in performance, so we should do well in a growth and performance model, if we continue to do well.
- The System Office has changed the rules around masks. After March 7th masks will be voluntary except on Niner Transit and in the Health Center. Many students will continue to wear masks, but we cannot coerce them. It will be voluntary. We also cannot change the format of the class simply because of this change to mask requirements. We do not have the authority to permit that. You will need to work with your department chair if there is a medical reason. You also will not be allowed to require a mask of persons meeting with you in your office. You can consider virtual meetings and virtual office hours, due to this change.
- For the strategic plan, more details on metrics targets have been provided. Goals of retention and graduation will be shared with each college. This is a 10-year plan, the targets however are year-by-year.

- We are receiving one-time funding of \$400,000 to help reach strategic goals. We plan to use this money to help faculty whose research was affected by the pandemic and to help Graduate students. We received this notice two days ago, so we don't have a full plan yet.

Q: Avrin asked about the proposed funding model. Can you tell us how you see this playing out as we move to R1? We will need to expand our Graduate programs.

A: Everyone is focusing on the negative numbers. Early analysis is we could come out a plus \$3M or a negative \$2M. So we could come out ahead. A lot of institutions, even smaller institutions that are not R1 or R2, have been adding Masters programs. With Masters programs added that means new students. Undergraduate programs added usually only redistributes students. There is more scrutiny on approving new Graduate programs and a push by the System to slow the number of Masters programs added. We have been pushed not to duplicate programs at other System institutions and instead come up with new and innovative programs.

4. **Faculty Legacy Scholarship Presentation (Dr. Fumie Kato).** Kato shared a PowerPoint presentation. The Faculty Legacy Scholarship (FLS) supports students on the basis of merit and financial hardship. FLS uses small payroll deduction donations. As of Fall 2020 there are 1,144 full-time faculty members. However only 23 are faculty contributors to the FLS. While this number is up from 18 when I last presented at Faculty Council, that number is only 2% of the Faculty. Please consider being a contributor to help support remarkable students with financial hardships. Kato then shared how to contribute. Go to fls.charlotte.edu and then click on "Give Now". Or go to giving.uncc.edu. Either way you'll click on "Access & Opportunity" for your Area of Interest, then click Academic Affairs and the Faculty Legacy Scholarship Fund. Select UNCC Employee Payroll Deduction. Note the minimum amount is \$24 per year, which is \$1 per paycheck. Please share this information with your department. Encourage faculty colleagues to be a contributor. Last month (February) you received an invitation by mail to be a contributor. Thank you.
5. **Honors Council Presentation (Dr. Karen Ford-Eickhoff).** Ford-Eickhoff noted that one finding of the recent Honors College self-study was that the role of the Honors Council was not well known by the campus. We have been granted this time today to let this body, as representatives of the larger faculty, be more aware of the Honors Council's activities. (1) The Honors Council reviews Honors curriculum proposals. We collaborate with Program Directors to make improvements, and we ensure consistency of programmatic rigor and robustness across the University. (2) The Honors Council also reviews and makes recommendations regarding faculty applications for appointment or renewal as Honors Faculty. (3) Each year we evaluate the Executive Director of the Honors College. We invite input from the various stakeholders in this process. This year, in addition to these three major activities, the Honors Council requested that all Honors programs review their admissions requirements and processes to make them as inclusive and holistic as possible. We also made the policy decision that dual honors would be allowed only between either University Honors (UHP) or Business Honors (BHP) and the Disciplinary Honors programs, because only UHP and BHP have the infrastructure in place to support the necessary communication and oversight for dual honors to support student success. We also established that one capstone project could be used for up to two honors program requirements. We made this decision in consideration of Honors students' mental health since Honors students tend to be overachievers and attempting to simultaneously meet the

requirements of more than two honors programs overextends students, endangering their success. More progress is being made on the recommendations from the self-study. For example, the Honors College will be recognized as one of the University's academic colleges beginning July 1.

Honors College Executive Director Malin Pereira then thanked Ford-Eickhoff for her leadership.

6. **UNC System Engagement Survey Launch (Ms. Krista Collins).** Collins, noting the time constraint, said her presentation today will have to focus on the survey itself, but recommended looking at the first couple of slides about performance plan creation and self-appraisals. The UNC System Engagement Survey is sent every two years. This survey is used to identify trends and measure workplace engagement. The external survey provider is Modern Think. Responses are anonymous. The survey is a little shorter this year, than past surveys. Participation is not mandatory but valued and appreciated. Please complete as each University will receive aggregated information about their institution.

Harden suggested with limited time remaining to remove agenda items #7 and #9 and extend the meeting time to 2:30pm. Hancock made such a motion. Ford-Eickhoff seconded the motion. The motion to remove agenda items #7 and #9 and extend the meeting to 2:30pm was approved.

7. **Consent Agenda.**

- a. Minutes of the January 27, 2022 Faculty Council Meeting

[Removed from agenda]

8. **Review of the Five-Year Academic Calendar.** Smith moved to approve and open the agenda item to discussion. No discussion ensued. Harden called for a vote. The motion carried to approve the Five-Year Academic Calendar and recommend approval to the Chancellor.

9. **Proposed Revisions to Service Learning Designation.**

[Removed from agenda]

10. **Revisions to the Tenure Policies, Regulations and Procedures.** Harden informed the intentions of the revisions and asked for discussion. We have Sam Sears, Deputy Counsel, from the Office of Legal Affairs here today to address questions. Note our role today is advisory. This is a Board of Trustees policy.

Q: Burton wanted to know whether the addition of the Chancellor to the process would cause a delay in the process; more time added to the process.

A: Lorden answered, “Not really”. The back-and-forth happens at the college level. By the time things get to the Chancellor they are pretty well baked. Harden added that the Chancellor has stated she wanted this and the Board of Trustees agrees with this change.

Q: Has there been consideration for having non-tenure track faculty required as part of the process?

A: Sears answered this did not get further consideration and was tabled. However, the procedures now have more discretion on who can be part of the process.

Q: Are these a System-wide change? Or local change?

A: Local.

Q: Is termination for Special Faculty Appointments different in their last year or no different if not in their last year?

A: Sears answered that termination is addressed in a section of the RPT policy that was not revised. Termination of Special Faculty Appointment would go through Section 8 of the RPT process.

Smith moved to endorse. The motion was seconded. The Faculty Council endorsed the Revisions to the Tenure Policies, Regulations and Procedures.

11. **Report of the Past President (Dr. Joel Avrin).** Avrin indicated there was no report this time.

12. **Report of the President (Dr. Susan Harden).** Harden said that Faculty Governance needs volunteers and nominations for the open positions. We need a President-Elect. This Officer of the Faculty position is open for election this year. Please consider that and the other open positions. The nomination period is open through March 31, 2022.

The meeting adjourned at 2:27 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	
Past President	Joel Avrin	X	n/a	
Secretary	Debra Smith	X	n/a	
Arts + Architecture	Aspen Hochhalter	X	Chris Jarrett	
Arts + Architecture, Faculty Chair	E.E. Balcos		<i>designee</i>	
Business	Dongsong Zhang	X	Xiuli He	
Business, Faculty Chair	Rob Roy McGregor		<i>designee</i>	
Computing & Informatics	Heather Lipford	X	Xi Niu	
Computing & Informatics, Faculty Chair	Mary Lou Maher	X	<i>designee</i>	
Education	Dawson Hancock	X	Greg Wiggan	
Education, Faculty Chair	Ian Binns	X	<i>designee</i>	
Engineering	Sukumar Kamalasan	X	<i>vacant</i>	
Engineering, Faculty Chair	Aidan Browne		<i>designee</i>	
Health & Human Services	Judy Cornelius	X	Susan McCarter	
Health & Human Services, Faculty Chair	Susan McCarter	X	<i>designee</i>	
Liberal Arts & Sciences	Anton Pujol	X	Lisa Rasmussen	
Liberal Arts & Sciences	Karen Flint	X	<i>vacant</i>	
Liberal Arts & Sciences	Alan Rauch	X	Joanna Krueger	
Liberal Arts & Sciences, Faculty Chair	Jan Rieman		<i>designee</i>	
Library	Katie Howell	X	Marc Bess	
Library, Faculty President	Natalie Ornat	X	<i>designee</i>	
Chancellors and Deans (ex-officio)				
Chancellor	Sharon Gaber			
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			
Dean, College of Arts + Architecture	Brook Muller			
Dean, College of Business	Jennifer Troyer	X		
Dean, College of Computing & Informatics	Fatma Mili	X		
Dean, College of Education	Malcolm Butler			
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	X		
Dean, Library	Anne Moore	X		
Dean, University College	John Smail		Lisa Slattery Walker	X
Academic Unit Representatives				
Accountancy	Hughlene Burton	X	<i>vacant</i>	
Aerospace Studies	Dustin Puett		Don Land	

Africana Studies	Debra Smith	X	Veronica Robinson	
Anthropology	Catherine Fuentes	X	Jon Marks	
Applied Physiology, Health & Clinical Sci	David Verrill	X	Sarah Hess	
Architecture	Thomas Forget	X	Betsy West	
Art & Art History	Bonnie Noble		Jeff Murphy	X
Bioinformatics & Genomics	Alex Dornburg	X	Rich White	
Biological Sciences	Richard Chi	X	Andrew Truman	
Business Info. Systems & Oper. Mgmt.	Kexin Zhao	X	Ram Kumar	
Chemistry	Christopher Bejger	X	Joanna Krueger	
Civil & Environmental Engineering	Wei Fan	X	Milind Khire	
Communication Studies	Craig Paddock	X	Melody Dixon	
Computer Science	KR Subramanian		Mohsen Dorodchi	
Counseling	Susan Furr	X	Lyndon Abrams	
Criminal Justice + Criminology	Sam Dewitt	X	Bruce Arrigo	
Dance	Kaustavi Sarkar	X	Kim Jones	
Data Science	Wlodek Zadronzny		George Shaw	
Economics	Krista Saral	X	Paul Gaggl	
Educational Leadership	Stella Kim	X	Ayesha Sadaf	
Electrical & Computer Engineering	Aba Ebong	X	Linda Xie	
Engineering Tech. & Construction Mgmt.	Jack Smithwick	X	<i>vacant</i>	
English	Juan Meneses	X	Mark West	
Finance	Ethan Chiang	X	Kiplan Womack	
Geography & Earth Sciences	Craig Allan	X	David Vinson	
Global Studies	Joyce Dalsheim		John Cox	
History	Peter Thorsheim	X	<i>vacant</i>	
Languages & Culture Studies	Jose Batista	X	Michael Doyle	
Library	Jeff McAdams	X	Natalie Omat	
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Ming Chen	X	Nima Jalali	
Mathematics & Statistics	Eliana Christou	X	Kevin McGoff	
Mechanical Engineering & Engr. Sci.	Jerry Dahlberg		Kamia Smith	X
Middle, Secondary & K-12 Education	Hilary Dack	X	Warren DiBiase	
Military Science	Caitlin Moore		Josh Garner	
Music	Jeremy Marks	X	Jessica Lindsey	
Nursing	Teresa Gaston		Kelly Powers	X
Performing Arts Services	Gordon Olson	X	Matthew Fraiser	
Philosophy	Lisa Rasmussen		Michael Kelly	X
Physics & Optical Science	Menelaos Poutous	X	Vasily Astratov	
Political Science & Public Admin.	Joanne Carman	X	Martha Kropf	
Psychology	Victoria Scott	X	Andrew Case	
Public Health Sciences	Lauren Wallace	X	Jessamyn Bowling	
Reading & Elementary Education	Maddie Colonnese		Amy Good	X
Religious Studies	Julia Moore	X	Sean McCloud	
Social Work	Travis Hales	X	Suzanne Boyd	

Sociology	Phil Rutledge	X	Joseph Dippong	
Software & Information Systems	David Wilson	X	Bill Chu	
Special Education & Child Development	Chris O'Brien	X	Gloria Campbell-Whatley	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan	X	Gary Teng	
Theatre	Carlos Cruz	X	Kaja Dunn	
Writing, Rhetoric and Digital Studies	Amy Colombo	X	Mia Eaker	