

Faculty Council

Minutes of March 31, 2022 Meeting

Voting Members Present

(Ex Officio): Susan Harden (President); Joel Avrin (Past President); Aspen Hochhalter (FEC, COAA); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Ian Binns (COED Faculty Chair); Sukumar Kamalasadana (FEC, COE); Judy Cornelius (FEC, CHHS); Susan McCarter (CHHS Faculty Chair); Karen Flint (FEC, CLAS); Anton Pujol (FEC, CLAS); Sharon Gaber (Chancellor); Joan Lorden (Provost); Rick Tankersley (V.C. for Research and Economic Dev.); Kevin Bailey (V.C. for Student Affairs); Jennifer Troyer (COB Dean); Fatma Mili (CCI Dean); Malcolm Butler (COED Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Cooper Moore (Library Dean); John Smail (UCOL Dean)

(Unit Representatives): 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); KR Subramanian (CS); Susan Furr (CSLG); Sam Dewitt (CJUS); Kaustavi Sarkar (DANC); Krista Saral (ECON); Stella Kim (EDLD); Jake Smithwick (ETCM); Juan Meneses (ENGL); Ethan Chiang (FINN); Craig Allan (GYES); John Cox (GLBL); 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); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Joanne Carman (POLS); Victoria Scott (PSYC); Lauren Wallace (PHS); Amy Good (REEL); Sean McCloud (RELS); Travis Hales (SOWK); Phil Rutledge (SOCY); David Wilson (SIS); Ertunga Ozelkan (SEEM); Carlos Cruz (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): Debra Smith (Secretary); E.E. Balcos (COAA Faculty Chair); Dongsong Zhang (FEC, COB); Rob Roy McGregor (COB Faculty Chair); Mary Lou Maher (CCI Faculty Chair); Aidan Browne (COE Faculty Chair); Alan Rauch (FEC, CLAS); Jan Rieman (CLAS Faculty Chair); Katie Howell (FEC, LIB); Natalie Ornat (Library Faculty President); Brook Muller (COAA Dean); Robert Keynton (COE Dean)

(Unit Representatives): Hughlene Burton (ACCT); Dustin Puett (AERO); Debra Smith (AFRS); Catherine Fuentes (ANTH); Wlodek Zadronzny (DTSC); Aba Ebong (ECE); Caitlin Moore (MSCI); Chris O'Brien (SPCD)

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); Bill Tolone (CCI); Greg Weeks (CLAS); Asher Haines (Continuing Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Katherine Hall-Hertel (Graduate School); Sandra Krause (Graduate School); Johnna Watson (Graduate School); Malin Pereira (Honors College, Executive Director); Jesh Humphrey (Legal Affairs, Counsel); Janet Daniel (OASES); 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); Lisa Slattery Walker (Undergraduate Education); Marc Falk

1. **Call to Order.** Faculty President Susan Harden called the meeting to order at 1:00 P.M. and recognized Officers of the Faculty Joel Avrin and Debra Smith and Faculty Governance Assistant Matt Wyse.

2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:
 - Provost search - Send nominations for Provost to PWilliams@parkersearch.com.
 - Funding model – Rich Amon, Vice Chancellor for Business Affairs, said a common question asked is how this will affect my area/department/college. We have our base funding intact. The affect right now is minimal, if any. It is future funding that could be affected. Gaber noted that we are paying close attention to this, but funding appropriations happen through the Provost’s Office. We are not changing allocation plans based on funding received at the System Office.
 - Please complete the 2022 UNC System Employee Engagement Survey.
 - Faculty and staff ask how they can provide input on funding decisions. Fundraising is a match between the donor and the campus. Deans will be working with their colleagues to get grassroots feedback. We always want student support, faculty support, and program support. Part of fundraising planning is getting feedback and thinking about big transformational gifts. Big ideas that might capture the imagination of donors. We will be going through this process.

3. **Report of the Provost (Dr. Joan Lorden).** Lorden gave the following report:
 - The Board of Governors is meeting and our Bachelor’s degree in Interdisciplinary Studies is on the agenda. The thinking is that this will be approved.
 - There has been discussion at the Board of Governors meeting on whether to allow test optional admissions.
 - The School of Science and Math is opening a new campus in Morganton. This may be an opportunity to enroll more of these students. We have an articulation agreement with them to accept courses as college credit. Your department can add courses to this agreement.
 - We are experiencing challenges in retaining staff. We are looking at all the input we got at the meeting. The goal is to change this picture.
 - We are holding a small reception to honor the recipients of the Provost awards. The winners were:
 - Provost’s Award for Excellence in Teaching – University Center for Academic Excellence. This award is given to an academic department, office or program in recognition of the collective responsibility faculty have for delivering high-quality teaching and continually working to improve student learning and outcomes.

- Bonnie E. Cone Professorship in Civic Engagement – **Susan McCarter** (professor of social work). This is awarded annually to a tenured member of the faculty whose teaching and/or research embody the University's commitment to civic involvement, and whose work affects positively the relationship between UNC Charlotte and the larger community.
- Bonnie E. Cone Early-Career Professorship in Teaching – **Erin Basinger** (associate professor of communication studies). This annual award goes to a member of the faculty who has earned tenure within the last three years and has demonstrated a commitment to teaching at the beginning of their academic career.

I also want to recognize **Kim Buch** (psychological science) for winning the Thomas Ehrlich Civically Engaged Faculty Award given by Campus Contact. This is the first time anyone at UNC Charlotte has won an award from Campus Compact.

Q: Harden asked about issues with student absenteeism. What does the actual data say?

A: Dean Smail answered that we don't have that data at hand, but can get it to you for distribution. With midterm reports there is always the issue of not knowing whether a student did not receive because they are doing fine or because the faculty member did not report.

4. **Consent Agenda.** Harden noted to discuss an item, it needs to be removed from the Consent Agenda. Ford-Eickhoff requested to move agenda item 4e 'Food Insecurity among Adjunct Faculty' from Consent Agenda for discussion. Harden moved that agenda item. Ford Eickhoff moved to approve the rest of the Consent Agenda (items 4a, 4b, 4c, 4d, and 4f). Dewitt seconded the motion and the motion carried.

4e. Food Insecurity among Adjunct Faculty. Ford-Eickhoff said that these are the same problems she experienced 40 years ago when she started out as adjunct faculty at another university. It is discouraging that there has not been more progress in higher education in general in improving the adjunct experience in 40 years. Ford-Eickhoff encouraged everyone to read this document and moved to approve. Flint seconded the motion and the carried.

All of the following consent agenda items were approved:

- a. Approved Minutes of the Faculty Council Meeting of January 27, 2022
- b. Approved Minutes of the Faculty Council Meeting of March 3, 2022
- c. Receipt of James H. Woodward Faculty Research Grant Awardees
- d. Receipt of Lecture Capture Resources
- e. Receipt of Food Insecurity among Adjunct Faculty
- f. Receipt of Faculty Return to Campus Survey Presentation

5. **Proposed Revisions to Service Learning Designation.** Dewitt moved to approve, Flint seconded, and the motion carried. The Faculty Council approved the revisions to the Service Learning Designation.

6. **Revisions to Catalogs Policy.** Leslie Zenk, Assistant Provost, stated that this was recommended by the Student Equity Audit Group and approved by FAPSC. This proposal makes explicit what had been current practice. There is one substantive change that makes it easier for students to declare which degree requirements (the original or the new) they will go by when there is a change to the degree requirements. Currently, students choosing the new degree requirements have to apply for the new degree requirements by one term before graduation. This policy revision makes it so the students' choice to apply the new requirements only has to be declared prior to applying for graduation. Smail asked about admissions to the major. Is that included in this policy? Zenk said it was and said that we can make this clearer in the FAQs section. Dewitt moved to approve. McCarter seconded the motion. The motion carried. The Faculty Council approved the revisions to the UNC Charlotte Academic Policy: Catalogs.

7. **Revisions to Graduate Transfer Credit Policy.** Sandy Krause, Assistant Dean for Graduate Academic Services, said this policy was reviewed and these changes recommended as an attempt to remove unnecessary barriers. We decided it made the most sense to separate transfer credit into two categories: internal credit and external credit. The revisions raise the limit for external credit to a Master's program from 20% to 30%. Programs are allowed to have stricter requirements. The Graduate Council approved of these revisions in February. Furr asked about the limit on 6 credit hours of post baccalaureate status. Will departments still be allowed to limit this? Krause said yes. Departments are allowed to decide what to accept for credit. The Graduate School sets the floor and departments can make stricter policies. Dewitt moved to approve. Cruz seconded. The motion carried. The Faculty Council approved the revisions to the Graduate Transfer Credit Policy.

8. **College and Departmental Best Practices for RPT.** This item came before us in December and we took it back to Provost's Office and ADVANCE. Changes were made based on the feedback. Hancock moved to approve. Dewitt seconded the motion. The motion carried. The Faculty Council endorsed the College and Departmental Best Practices for RPT.

9. **Report of the Past President (Dr. Joel Avrin).** Avrin said that the FAPBC has been working on salary compression issues. We think things are moving along enough for a possible recommendation to be presented at the April Faculty Executive Committee and Faculty Council meetings.

10. **Report of the President (Dr. Susan Harden).** Harden reminded everyone of the active call for nominations for University Faculty Governance positions. She also reminded everyone of the 2022 UNC System Employee Engagement Survey. It is important that we get a good return from our university. Harden thanked everyone and adjourned the meeting.

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		n/a	
Arts + Architecture	Aspen Hochhalter	X	Chris Jarrett	
Arts + Architecture, Faculty Chair	E.E. Balcos		<i>designee</i>	
Business	Dongsong Zhang		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		<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		Joanna Krueger	
Liberal Arts & Sciences, Faculty Chair	Jan Rieman		<i>designee</i>	
Library	Katie Howell		Marc Bess	
Library, Faculty President	Natalie Ornat		<i>designee</i>	
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	X		
Dean, College of Computing & Informatics	Fatma Mili	X		
Dean, College of Education	Malcolm Butler	X		
Dean, College of Engineering	Robert Keynton			
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	X		
Academic Unit Representatives				
Accountancy	Hughlene Burton		<i>vacant</i>	
Aerospace Studies	Dustin Puett		Don Land	
Africana Studies	Debra Smith		Veronica Robinson	

Anthropology	Catherine Fuentes		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	X	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		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	X
History	Peter Thorsheim	X	<i>vacant</i>	
Languages & Culture Studies	Jose Batista	X	Michael Doyle	
Library	Jeff McAdams	X	Natalie Ornat	
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		Shannon Sullivan	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		Sean McCloud	X
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		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	