**Faculty Council**

**Minutes of September 28, 2023 Meeting**

**Voting Members Present**

**(Ex Officio)**: Xiaoxia Newton (President); Susan Harden (President-Elect); Debra Smith (Secretary); Carlos Cruz (FEC, COAA); Dongsong Zhang (FEC, COB); Jack Cathey (FEC, COB Faculty Chair); Mohamed Shehab (FEC, CCI); Gabriel Terejanu (FEC, CCI Faculty Chair); Aidan Browne (FEC, COE); Jim Conrad (FEC, COE Faculty Chair); George Shaw (FEC, CHHS Faculty Chair); Allison McCulloch (FEC, CLAS); Elizabeth Stearns (FEC, CLAS); Dan Boisvert (FEC, CLAS Faculty Chair); Sharon Gaber (Chancellor); Jennifer Troyer (Provost); John Daniels (V.C. for Research); Kevin Bailey (V.C. for Student Affairs); Dolly King (COB Dean); Bojan Cukic (CCI Dean); Malcolm Butler (COED Dean); Robert Keynton (COE Dean); Greg Weeks (on behalf of CHESS Dean); Bernadette Donovan-Merkert (COS Dean); Malin Pereira (Honors College Dean); Anne Moore (Library Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Pat Mynatt (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); J.B. Burke (ARTS); Denis Jacob Machado (BINF); Richard Chi (BIOL); Ram Kumar (BISOM); Jordan Poler (CHEM); Wei Fan (CEGR); Justin Grandinetti (COMM); Taghi Mostafavi (CS); Jack Culbreth (CSLG); John Stogner (CJUS); Ann Dils (DANC); Krista Saral (ECON); Liz Miller (ENGL); Weidong Tian (FINN); Gang Chen (GYES); Karen Flint (HIST); Susanne Gomoluch (LACS); Liz Siler (LIB); Karen Ford-Eickhoff (MGMT); Ming Chen (MKTG); Oleg Safranov (MATH); Mira Frisch (MUSC); Willie Mae Abel (SON); Rachel Watkins (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Fred Batista Pereira (POLS); Deborah Beete (PHS); Eric Hoenes (RELS); Jackie Garcia (SOWK); Jill Yavorsky (SOCY); Bill Chu (SIS); Chris O’Brien (SPCD); Robin Witt (THEA)

**Voting Members Absent**

**(Ex Officio)**: Eric Millard (FEC, COAA Faculty Chair); Dawson Hancock (FEC, COED); Erik Byker (FEC, COED Faculty Chair); Tricia Turner (FEC, CHHS); Jan Rieman (FEC, CLAS); Amanda Binder (FEC, Library); Angel Truesdale (FEC, Library Faculty President); Jose Gamez (COAA Dean); Catrine Tudor-Locke (CHHS Dean); Pinku Mukherjee (Graduate School Dean)

**(Unit Representatives)**: Matt Flynn (AERO); Mike Turner (APHC); David Thaddeus (SOA); Robert Fox (DTSC); Kyle Cox (EDLD); Sukumar Kamalasadan (ECE); Don Chen (ETCM); Joyce Dalsheim (GLBL); Ertunga Ozelkkan (ISE); Stuart Smith (MEES); Adam Myers (MDSK); Joseph Frederick (MSCI); Lori Van Wallendael (PSYC); Madelyn Colonnese (REEL); Cat Mahaffey (WRDS)

**Guests Present (Not Voting)**

Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Kiran Budhrani (Center for Teaching & Learning); Kim Bradley (Office of the Chancellor); Kimberly Laney (Enrollment Management); Adams Familusi (GPSG); Jesh Humphrey (Legal Affairs); Cheryl Kane (Management); Janet Daniel (OASES); Asher Haines (School of Professional Studies)

1. **Call to Order.** Faculty President Xiaoxia Newton called the meeting to order at 1:00 P.M. Newton welcomed everyone and thanked the Faculty Officers and Faculty Governance Assistant Matt Wyse.
2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:

* Budget briefing that covered (see slide):
  + Raises and Compensation - Faculty/Staff pay increases of 7% over 2 years. Faculty recruitment and retention fund of $15M pool recurring for UNC System. Additional salary increases for nursing faculty.
  + Academics, Student Life, and Research - $5M for College of Engineering, CCI, and School of Data Science. $1.5M for uplifting and equipping of Esports center. Distinguished professorship endowment of $5M for 2 years. Healthcare workforce expansion of $15M to System for 2 years. Expansion of Data and Computer Science was not funded, but is a top priority for 2024 session.
  + Facilities and Athletics - $2.6M for planning and design of Smith Hall renovation. $530M to UNC System for overall facilities repair & renovations. BOG to determine allotment to institutions. $1.165M in expected sports and horse wagering to be allocated to Charlotte Athletics. $25M/two years for expansion and improvements at Jerry Richardson Stadium. That matches private gift to support project.
* The names of the two new Colleges were approved by the Board of Trustees.
* U.S. News & World Report has ranked UNC Charlotte #96 in public universities.

**Q:** Harden asked what not raising tuition means for faculty?

**A:** We are not raising the in-state undergraduate tuition for the 8th year in a row and likely it’ll become 10 years straight. We do have the opportunity to raise out-of-state undergraduate tuition and both in- and out-of-state graduate tuition. Not being allowed to raise in-state undergraduate tuition does make our ability to raise money difficult. Our tuition is lower than App. State. We intentionally kept it low, not realizing we would be barred from raising for 10 years. It makes it difficult to do everything we want to do. However, with the performance funding we will do well.

1. **Report of the Provost (Dr. Jennifer Troyer).** Troyer gave the following report:

* Enrollment numbers are record numbers. Largest freshmen class ever at UNC Charlotte. 85.4% retention rate from freshmen to sophomore, which is also the largest. This retention rate will help our enrollment numbers and graduate rate. Students from 108 different countries. 20% of enrollment are international students. Claire Kirby, Associate Provost of Enrolment Management, will be coming to a future Faculty Council meeting to give a presentation on enrollment.
* We are working on staffing, leadership plans, budgeting, and advising restructuring for College of Humanities & Earth and Social Sciences (CHESS) and College of Science (COS). The Faculty Council will need to work on Faculty Council standing committees membership structure with the elimination of CLAS and additions of CHESS and COS.
* Three dean searches underway. College of Arts + Architecture Dean search is chaired by Asher Haines, Associate Provost of the School of Professional Studies. CHESS Dean search is chaired by Lee Gray, Senior Associate Provost. University College Dean search is chaired by CHHS Dean Catrine Tudor-Locke. The Dean of the Library is retiring and we are working on finding an interim dean.
* We are making a strong effort to continue the active shooter training sessions.
* Reported on the number of late grades last term.

No questions.

1. **Overview of the Faculty Council.** Newton gave the members an overview of this Faculty Council body. Covering the Faculty Council’s policy making and consultative responsibilities, structure, and meetings. Newton stressed that the last Faculty Council meeting this academic year will be held on a Wednesday…Wednesday April 24, 2024 at 1:00 P.M.
2. **Consent Agenda.** Ford-Eickhoff moved to approve the Consent Agenda. The motion was seconded and carried unanimously.

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of April 27, 2023
  2. Received the 2022-2023 Annual Reports of Standing Committees

1. **Review and Provide Feedback on changes to University Policy 101.4, *Concurrent Employment of Related Persons*.** Leslie Zenk, Assistant Provost, shared that Faculty Council has a consultative responsibility on this policy. The proposed changes come from the Office of Legal Affairs. They have been working on this for a number of years and consulted with Division of Research and the Conflict of Interest Office. The stated goal was bringing this policy in line with other policies that were previously revised. Faculty Council members provided the following feedback.

* Raised concern regarding the second paragraph in Section I; specifically, that the term "protected status" should be defined and the term "irrelevant factors" was too nebulous. While the policy links to UP 501, our nondiscrimination policy; the suggestion was to specifically reference that policy in the text of the paragraph.
* One faculty member voiced a concern from his department related to retention pay, and suggested that the policy should be clear that retention pay decisions would be made separately for each person.
* Another indicated that the policy implied there would always be a full search for a trailing partner (Section I(b)(i) refers to "candidates" for an available position) and questioned why trailing partners weren't explicitly addressed in the policy.

1. **Popp Martin Student Union Advisory Board has opening for a faculty member appointed by the Faculty Council.** Newton asked Kevin Bailey, VC for Student Affairs, to sell our colleagues on this position. Bailey said this is a shared governance opportunity and snacks may be involved. Please sign-up if you are interested. Newton told the members to bring this information and the web link about the board to your colleagues. Bring back names of nominations to the next Faculty Council meeting.
2. **Report of the President-Elect (Dr. Susan Harden).** Harden talked about the following:

* Raises.
* A new UNC System workload policy. Guidance is being delivered. Your Faculty Assembly, Faculty Council, and Provost will be working to craft and implement it well on our campus. Campuses will have to report to the UNC System. Campuses will have to have this in place by next year.

Provost Troyer added that it is expected the guidance on this will come by the end of the calendar year.

1. **Report of the President (Dr. Xiaoxia Newton).** Newton gave the following report:

* Faculty Secretary Debra Smith has volunteered to Chair an Ad Hoc DEI policies committee which the Faculty Executive Committee approved to create. The ad hoc committee will likely look at other institutions across the country – their strategies, policies, and innovations regarding diversity, equity, and inclusion. This faculty ad hoc committee needs members. **If interested please email Debra Smith at** [**debrasmi@charlotte.edu**](mailto:debrasmi@charlotte.edu)**.**
* UNC Charlotte won the 2023 Open Inquiry Award given by the Heterodox Academy. The award honors exemplary individuals, groups, and institutions who are leading the way in improving classrooms, campuses, and scholarship.
* Spring 2024 textbook adoption is in process, so please make sure faculty in your unit take actions before the deadlines: digital - October 1; physical - October 7.
* As Faculty President I have an outward goal of advocating for our faculty and inward goals of breaking silos, cultivating leadership pipeline development, and promoting service with an inclusive, collective, pragmatic, and data informed approach to issues. Please note that I am listening.

The meeting adjourned at 2:00 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant