

## Faculty Council

### Minutes of March 15, 2018 Meeting

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#### Voting Members Present

**(Ex Officio):** Rich Leeman (President); Chandra Subramaniam (FEC, COB); Lynn Ahlgrim-Delzell (FEC, COED); Ann Gonzalez (FEC, CLAS); Joel Avrin (FEC, CLAS); Betty Ladner (FEC, LIB); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Kevin Bailey (Vice Chancellor for Student Affairs); Jennifer Troyer (On Behalf of COB Dean); Ellen McIntyre (COED Dean); Robert Johnson (COE Dean); Nancy Fey-Yensan (CHHS Dean); Nancy Gutierrez (CLAS Dean); John Smail (UCOL Dean)

**(Unit Representatives):** David Kerr (ACCT); Veronica Robinson (AFRS); Jonathan Marks (ANTH); Lisa Homann (ARTS); Bao-Hua Song (BIOL); Kexin Zhao (BISOM); Kathy Asala (CHEM); Robin Rothberg (COMM); Eric Saule (ITCS); Matt Phillips (CJUS); Ellen Sewell (ECON); Lynn Ahlgrim-Delzell (EDLD); Sukumar Kamalasadana (ECGR); Jake Smithwick (ETCM); Alan Rauch (ENGL); Yilei Zhang (FINN); Sara Gagne (GYES); Amal Khoury (GIAS); Erika Edwards (HIST); David Verrill (KNES); Jose Manuel Batista (LACS); Karen Ford-Eickhoff (MGMT); Nima Jalali (MKTG); Gabor Heteyi (MATH); Heather Coffey (MDSK); Fred Spano (MUSC); Kelly Powers (SON); Tsing-Hua Her (PHYS); Alyssa McGonagle (PSYC); Andrew Harver (PHS); Sean McCloud (RELS); Murray Webster (SOCY); Celine Latulipe (ITIS); Shawnee Wakeman (SPED); Rebecca Agosta (UWP)

#### Voting Members Absent

**(Ex Officio):** Lisa Merriweather (Secretary); Delia Neil (FEC, COAA); Cynthia Gibas (FEC, CCI); Yesim Sireli (FEC, COE); Mike Turner (FEC, CHHS); Justin Conrad (FEC, CLAS); Phil Dubois (Chancellor); Bob Wilhelm (Vice Chancellor for Research and Economic Development); Ken Lambla (COAA Dean); Fatma Mili (CCI Dean); Tom Reynolds (Graduate School Dean); Anne Moore (Library Dean)

**(Unit Representatives):** John Hukka (AERO); Zhongjie Lin (SOA); Rebekah Rogers (BINF); Kimberly Warren (CEGR); Pam Lassiter (CSLG); Gretchen Alterowitz (DANC); Amanda Binder (LIB); Terence Fagan (MEES); Stephan Hobbs (MSCI); Phillip McReynolds (PHIL); Jason Windett (POLS); Tracy Rock (REEL); Diana Rowan (SOWK); Gary Teng (SEEM); Kaja Dunn (THEA)

#### Also Present (but Not Voting)

Matthew Wyse (Academic Affairs); Garvey Pyke (CTL); Heather McCullough (CTL); Susan Sell (CHHS); Jody Cebina (Distance Education/Summer School); Johnna Watson (Graduate School); Malin Pereira (Honors College); Beth Rugg (ITS); Susan Harden (MDSK); Janet Daniel (OASES); Christopher Knauer (Registrar)

(Attendance chart attached)

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1. **Minutes of the previous meeting of the Faculty Council.** Discussion of the minutes for the February 15, 2018 meeting generated no comments. Marks made a motion to approve and McCloud seconded the motion. The minutes for the February 15, 2018 meeting were approved unanimously.
2. **Review of the Five-Year Academic Calendar.** Leeman mentioned that the third commencement ceremony changes the calendar a little from previous years. The examination times that are also included here are in draft form and we are not voting on them, just sharing with you. Let the schedulers in your department see that. Feedback will help us minimize the number of conflicts. Discussion? Harver made a motion to approve and McCloud seconded the motion. The Five-Year Academic Calendar was approved unanimously.
3. **Request to award posthumous degree to Andrew Denbow.** This comes as a motion from the Faculty Executive Committee (FEC). Marks seconded the motion. The request to award a posthumous degree to Andrew Denbow was approved unanimously.
4. **Motion to award degrees – Spring 2018.** This comes as a motion from the Faculty Executive Committee (FEC). Marks seconded the motion. The motion to award degrees in Spring 2018 was approved unanimously.
5. **Special Faculty Appointments Proposal.** Leeman said he took out the adjectives of “limited” and “defined” and replaced with “specific”. More of a neutral adjective. The UNC System mandates UNC Charlotte to use the term Special Faculty. This comes as a motion from the Faculty Executive Committee (FEC). Lynn Ahlgrim-Delzell seconded the motion. Sewell asked why it says “or a Master’s” under *Full Teaching Professor*. Leeman said that is a mistake and was supposed to be removed from the version I sent you. Leeman posed a question to the council: This document duration of appointments says typically three years and five years maximum, should we update to include two years as I have found that some colleges have a practice of two years? Alternatively, is “typically” enough to denote that it does not have to be three years? Discussion led to a decision that the language of duration is flexible and vague enough. Leeman noted this procedure regularizes the practices for the colleges and units, so if you have these titles in your college or unit here are the guidelines. You are not required to have all these types of positions in your college or unit. Vote was held. The motion to approve the Special Faculty Appointments Procedure was approved unanimously.
6. **Performance Metrics Presentation.** Provost Dr. Joan Lorden gave a presentation about the performance metrics at UNC Charlotte.

The Board of Governors adopted Strategic Plan is called “Higher Expectations”. There are nine metrics for which they set targets for the UNC System. There are three categories for the nine metrics:

### **Prioritize**

- Research productivity
- Low-income completions
- Five-Year graduation rates
- Critical workforces: Educators, STEM Completions, Health Science Completions
- Undergraduate degree efficiency

### **Improve**

- Low-income enrollments
- Rural completions
- URM achievement gaps in undergraduate degree efficiency

### **Sustain**

- Rural enrollments

The Provost explained the nine metrics. Critical workforces are Educators (which are those needing licensure to teach...which is declining), STEM completions (as defined by Department of Homeland Security), and Health Science completions. Low-income enrollments are PELL students. URM stands for Under Represented Minority students.

Target development was conducted by taking in-state enrollment projections by campus and baseline growth rates projected forward, then review, and then setting goals and interim targets.

Dr. Lorden then explained slides on low-income enrollments at UNC Charlotte; research productivity; low-income completions; 5-year graduation rates (Can graduate elsewhere. Tracked by national clearinghouse.); critical workforces (We are expected to hold the line on educators and increase STEM completions and Health Science completions.); undergraduate degree efficiency; low-income enrollments (We get many of these via transfer. Applications from transfer students has not been increasing, but we should not have a problem meeting this target.); rural completions (Challenging as rural areas do not have that many people, and all the institutions in the system are trying to find these individuals and bring them to campus.); URM; and sustaining rural enrollments.

Dr. Lorden asked if there were questions before she advances to the final two slides.

Q: Latulipe does not like the ‘critical students’ designation as she believes all students are critical. The idea that some students more important than others – I do not think so.

A: We have put many things in place to graduate all students.

Q: Rauch stated that it is nice to think about intellectual priorities. State legislature has no longer awarded achieving a Master's degree. What is the incentive to do it? Sorry for the hyperbole question.

Q: Murray asked what was meant by "stretch goals". Are those targets hard for us to achieve?

A: If bottom falls out in terms of funding then that would change things, but with the enrollment based targets, the increase is not that great. I am confident we can reach these unless another dramatic funding cut comes.

Q: Saule said that social impact seems to be a better metric than degrees awarded. Is there a good method to measure that?

A: I encourage you to look at the whole strategic plan, because there are many things in there beyond these metrics. It does address other kinds of impact.

Dr. Lorden then shared a slide called 'Areas of Distinction: Five Year Targets'. She said we were asked to identify an area of distinction at our institution. We proposed two areas of distinction: Data Science and Community Engagement.

Q: Rauch said these metrics do not appear to consider gender.

A: Gender was an option. We are not ignoring it, but it is not in these metrics.

Dr. Lorden said she wanted to share a bonus slide, which shows potential enrollment in the most highly desirable part of the schedule. Compares Fall 2015 to Fall 2018. There is an increase in potential enrollments on Fridays.

Q: Rauch said we know that enrollment and attendance are two different things. Students might enroll, but will they attend? Will this be assessed?

A: Yes.

## **7. Report of the Provost.** Lorden talked about the following:

- An updated on the Bank of America Award. We thought we should extend a similar award to non-tenure track faculty. Starting in 2019, we will give this award. There are some changes: there will be three finalists for each award, instead of five; to create similar size pool non-tenure track will need to have been here for 5 years, instead of 10.
- There were 1300 students who named 771 faculty members with thank you's.
- Tomorrow we have light rail.
- Last week we had the first ever Academic Affairs and Student Affairs Summit. 125 people attended. We are producing a report and will be circulating the report. We got many interesting comments from the participants. It was a success and many thought we should do it again on some regular basis. Some folks from Business Affairs attended as well and that was great.

**8. Report of the President.** Leeman shared the following:

- Performance funding model – What I hear at Faculty Assembly is that it is a work in progress. They are leaning to some of the funding tied to one of the metrics. 2% of the budget tied to the metrics. Still a work in progress, but wanted to let you know so it does not surprise you.
- Committee of Faculty Council Chairs – I was forwarded a recommendation that Faculty Council Chair/President sit in the Board of Trustees meetings. Not allowed to serve on committee, but could attend as constituency representative.
- It is nomination season – We should not have to chase you down and twist arms. That is your job. Please round up volunteers. We need people to step forward and run for these positions. Encourage people to nominate themselves.

**9. New Business.** None.

**Marks made motion to adjourn. Meeting Adjourned at 1:36 P.M.**

Minutes submitted by Matthew Wyse, Faculty Governance Assistant

(Attendance chart attached)

Unit/Title	Representative	Present (Initial)	Alternate	Present (Initial)
<b>Faculty Executive Committee Members (ex-officio)</b>				
Faculty President	Rich Leeman	X	n/a	
Past President	-		n/a	
Secretary	Lisa Merriweather		n/a	
Arts + Architecture	Delia Neil		Angela Rajagopalan	
Business	Alice Tseng		Chandra Subramaniam	X
Computing & Informatics	Cynthia Gibas		Jing Yang	
Education	Mark D'Amico		Lynn Ahlgrim-Delzell	X
Engineering	Yesim Sireli		Gary Teng	
Health & Human Services	Mike Turner		Andrew Harver	
Liberal Arts & Sciences	Ann Gonzalez	X	vacant	
Liberal Arts & Sciences	Joel Avrin	X	vacant	
Liberal Arts & Sciences	Justin Conrad		Concepcion de Godev	
Library	Betty Ladner	X	Somaly Kim Wu	
<b>Chancellors and Deans (ex-officio)</b>				
Chancellor	Phil Dubois			
Provost and Vice Chancellor for AA	Joan Lorden	X		
Vice Chancellor for Research & Econ Dev	Bob Wilhelm			
Vice Chancellor for Student Affairs	Kevin Bailey	X		
Dean, College of Arts + Architecture	Ken Lambla			
Dean, College of Business	Steve Ott		Jennifer Troyer	X
Dean, College of Computing & Informatics	Fatma Mili			
Dean, College of Education	Ellen McIntyre	X		
Dean, College of Engineering	Robert Johnson	X		
Dean, College of Health & Human Services	Nancy Fey-Yensan	X		
Dean, College of Liberal Arts & Sciences	Nancy Gutierrez	X		
Dean, Graduate School	Tom Reynolds			
Dean, Library	Anne Moore			
Dean, University College	John Smail	X		
<b>Academic Unit Representatives</b>				
Accountancy	David Kerr	X	Marcia Watson	
Aerospace Studies	John Hukka		Stephen (Blake) Evans	
Africana Studies	Veronica Robinson	X	Akin Ogundiran	
Anthropology	Jonathan Marks	X	Nicole Peterson	
Architecture	Zhongjie Lin		Chris Beorkrem	
Art & Art History	Lisa Homann	X	Bonnie Noble	
Bioinformatics & Genomics	Rebekah Rogers		Mindy Shi	
Biological Sciences	Jian Zhang		Bao-Hua Song	X
Business Info. Systems & Oper. Mgmt.	Kexin Zhao	X	Ram Kumar	
Chemistry	John Risley		Kathy Asala	X

Civil & Environmental Engineering	Kimberly Warren		Milind Khire	
Communication Studies	Sayde Brais		Robin Rothberg	<b>X</b>
Computer Science	Erik Saule	<b>X</b>	Taghi Mostafavi	
Counseling	Pam Lassiter		Lyndon Abrams	
Criminal Justice + Criminology	Matt Phillips	<b>X</b>	John Stogner	
Dance	Gretchen Alterowitz		Kim Jones	
Economics	Ellen Sewell	<b>X</b>	Paul Gaggl	
Educational Leadership	Lynn Ahlgrim-Delzell	<b>X</b>	Rebecca Shore	
Electrical & Computer Engineering	Sukumar Kamalasadana	<b>X</b>	Babak Parkhideh	
Engineering Tech. & Construction Mgmt.	Jake Smithwick	<b>X</b>	Nan Byars	
English	Greg Wickliff		Alan Rauch	<b>X</b>
Finance	Yilei Zhang	<b>X</b>	Kiplan Womack	
Geography & Earth Sciences	John Diemer		Sara Gagne	<b>X</b>
Global, International & Area Studies	Amal Houry	<b>X</b>	Harry Chernotsky	
History	Erika Edwards	<b>X</b>	Maren Ehlers	
Kinesiology	Roy Fielding		David Verrill	<b>X</b>
Languages & Culture Studies	Jose Manuel Batista	<b>X</b>	Jordan Bledsoe	
Library	Amanda Binder		Nicole Spoor	
Management	Karen Ford-Eickhoff	<b>X</b>	Ed Jernigan	
Marketing	Nima Jalali	<b>X</b>	Charles Bodkin	
Mathematics & Statistics	Gabor Heteyi	<b>X</b>	Kevin McGoff	
Mechanical Engineering & Engr. Science	Terence Fagan		Praveen Ramaprabhu	
Middle, Secondary & K-12 Education	Heather Coffey	<b>X</b>	Paul Fitchett	
Military Science	Stephan Hobbs		Marcus Craig	
Music	Jonathan Govias		Fred Spano	<b>X</b>
Nursing	Willie Mae Abel		Kelly Powers	<b>X</b>
Philosophy	Phillip McReynolds		Michael Kelly	
Physics & Optical Science	Tsing-Hua Her	<b>X</b>	Yildirim Aktas	
Political Science & Public Administration	Jason Windett		Jim Walsh	
Psychology	Alyssa McGonagle	<b>X</b>	Jane Gaultney	
Public Health Sciences	Andrew Harver	<b>X</b>	Elena Platonova	
Reading & Elementary Education	Tracy Rock		Maryann Mraz	
Religious Studies	Sean McCloud	<b>X</b>	Kathryn Johnson	
Social Work	Diana Rowan		Bob Herman-Smith	
Sociology	Murray Webster	<b>X</b>	Stephanie Moller	
Software & Information Systems	Celine Latulipe	<b>X</b>	David Wilson	
Special Education & Child Development	Shawnee Wakeman	<b>X</b>	Kristen Beach	
Systems Engineering & Engr. Mgmt.	Gary Teng		Ertunga Ozelkan	
Theatre	Robin Witt		Aly Amidei	
University Writing Program	Jan Rieman		Rebecca Agosta	<b>X</b>