**Faculty Council**

**Minutes of September 30, 2021 Meeting**

**Voting Members Present**

**(Ex Officio)**: Susan Harden (President); Joel Avrin (Past President); Debra Smith (Secretary); Aspen Hochhalter (FEC, COAA); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Sukumar Kamalasadan (FEC, COE); Anton Pujol (FEC, CLAS); Karen Flint (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Joan Lorden (Provost); Rick Tankersley (V.C. for Research and Economic Dev.); Jennifer Troyer (COB Dean); Bill Tolone (On Behalf of CCI Dean); Teresa Petty (COED Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Alex Dornburg (BINF); Andrew Truman (BIOL); Kexin Zhao (BISOM); Christopher Bejger (CHEM); Wei Fan (CEGR); Craig Paddock (COMM); KR Subramanian (CS); Susan Furr (CSLG); Sam Dewitt (CJUS); George Shaw (DTSC); 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); Hilary Dack (MDSK); Caitlin Moore (MSCI); Jeremy Marks (MUSC); Kelly Powers (SON); Lisa Rasmussen (PHIL); Menelaos Poutous (PHYS); Joanne Carman (POLS); Victoria Scott (PSYC); Lauren Wallace (PHS); Maddie Colonnese (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)**: Dongsong Zhang (FEC, COB); CHHS Rep (FEC, CHHS); Alan Rauch (FEC, CLAS); Kevin Bailey (V.C. for Student Affairs); Brook Muller (COAA Dean)

**(Unit Representatives)**: Dustin Puett (AERO); Bonnie Noble (ARTS); Kim Jones (DANC); Joyce Dalsheim (GLBL); Jerry Dahlberg (MEES); Gordon Olson (PAS)

**Guests Present (Not Voting)**

David Dearden (Academic Advising Center); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Garvey Pyke (CTL, Director); Heather McCullough (CTL); Kim Bradley (Chancellor’s Office); Jennifer Ames Stuart (COB); Pat Mynatt (COB); Greg Weeks (CLAS); Asher Haines (Continuing Education, Director); Jody Cebina (Distance Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Tyler Smith (Enrollment Management); Fumie Kato (FLSC, Chair); Razaan Abnowf (FLS recipient); Maggie Church (FLS recipient); Tracy Griffiths (FLS recipient); Kristen Minehart (FLS recipient); Rei Rama (FLS recipient); Julie Goodliffe (Graduate School); Katherine Hall-Hertel (Graduate School); Johnna Watson (Graduate School); Peter Ferdinando (History); Malin Pereira (Honors College, Executive Director); Jesh Humphrey (Legal Affairs, Counsel); Sam Sears (Legal Affairs); Janet Daniel (OASES); Jon Reece (Registrar); Cathy Blat (Student Development and Success); Dick Beekman (Student Government Association); Lisa Walker (Undergraduate Education)

1. **Call to Order, Introduction.** Faculty President Susan Harden called the meeting to order at 1:00 P.M., welcomed everyone to the first Faculty Council meeting of the academic year, and introduced Fumie Kato, Chair of the Faculty Legacy Scholarship Committee (FLSC).
2. **Introducing Faculty Legacy Scholarship Recipients (Dr. Fumie Kato).** Kato shared a PowerPoint presentation on screen. Her presentation showed who the members of the FLSC are, explained what the Faculty Legacy Scholarship is, and provided the website ([fls.charlotte.edu](https://fls.charlotte.edu/)). Kato introduced the 2021-2022 recipients of the Faculty Legacy Scholarship: Maggie Church, Rei Rama, Razaan Abnowf, Tracy Griffiths, and Kristen Minehart. Each student was present at the meeting and thanked the faculty. Kato noted that of 1,087 full-time faculty members at UNC Charlotte, only 18 a contributors to this scholarship fund (approximately 1% participation rate). She explained how easy it is to become a contributor, how small donations are perfectly acceptable, and how you can cancel at any time. Kato encouraged everyone to become a contributor and disseminate this scholarship information to your department. Harden added a goal. Since small donations are accepted, she would like to see a 75% participation rate.
3. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:

* Last week we announced Brandon Wolfe as the new Chief Diversity Officer. We appreciate everything Cheryl Waites Spellman has done for us in this role and she is assisting the transition.
* UNC Charlotte has been ranked in two categories for the first time by U.S. News and World Report: #47 in social mobility and #70 in most innovative.
* We are starting the Provost search. The first committee meeting is today. The search is being co-chaired by Dean Catrine Tudor-Locke and Dean Robert Keynton.
* Starting in July 2022 there will be some structural organizational changes. The Vice Chancellor for Research and Economic Development will report directly to the Chancellor, rather than the Provost. The position of the Executive Director of the Honors College will become the Dean of the Honors College. An Associate Provost position is being created to lead the new School of Professional Studies. Provost Joan Lorden added that an Associate Provost for Faculty Affairs is also being created to better serve the needs of our faculty and that Institutional Research and the Office of Assessment and Accreditation will be merged with an Associate Provost position created to lead the new unit.
* We will also undertake a review of the College of Liberal Arts & Sciences. This is a natural transition period as our tremendous Dean Gutierrez is retiring. We will pull data and set a group together to review over the year.
* Gaber told the Faculty Council that you can email her with anything and she is open to input. Gaber tries to reach out; she wants to hear from you and receive your thoughts.

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

* Lorden talked about the extension of tenure clock due to challenges caused by COVID. Lorden met with the Faculty Employment Status Committee (FESC) on this issue. Pandemic effects are different for everyone. We spent time looking at the extension put in place in April 2020. That extension is still available to everyone employed at that time. A clarifying message was sent out to ensure everyone understands that.
* We are taking a careful look at education abroad and any kind of international travel. We are optimistic.
* A revision of General Education is underway. There has been lots of input on the framework. We are setting up work groups to look at the details.
* Senior Associate Provost Jay Raja is going back to the faculty at the end of this academic year. We will put an understudy in place to transfer as much of his knowledge to another person as possible.

**Q:** Dewitt asked Lorden to clarify the second RPT extension.

**A:** The second extension is on a case-by-case basis, but here is a helpful form. Dean Gutierrez added there has always been a case-by-case basis for extension requests for varying reasons.

1. **Consent Agenda.** Harden talked about this new agenda process. Due to volume of agenda items that come before this council, it was decided to use a Consent Agenda. Each item on the Consent Agenda has undergone extensive review. If someone wants to discuss an item further, a single vote can move an agenda item out of the Consent Agenda and into the regular agenda. Ford-Eickhoff moved to approve the Consent Agenda. Dewitt seconded the motion. The motion passed and the following items were approved:
   1. Approved Minutes of the Faculty Council Meetings of April 29, 2021 & May 13, 2021
   2. Approved Request to Award Degree in Memoriam to Christopher D. McDonald
   3. Endorsed Revision of University Policy 101.3 *Amorous Relationships between Students and Faculty Members or Other University Employees*
   4. Endorsed Revision of University Policy 101.25 *Familial Relationships between Students and Faculty Members or Other University Employees (Nepotism)*
   5. Approved Revision of Course Numbering and Status Policy
   6. Approved Revision of Classroom Attendance Policy
   7. Received Legislative Report
2. **Resolution to Support the Completion of Diversity and Inclusion Online Course.** Harden offered background. Vector Solutions was chosen to offer course. Participation is voluntary. This resolution encourages all faculty to participate. Dewitt moved to approve. Ford-Eickhoff seconded the motion. The Resolution to Support the Completion of Diversity and Inclusion Online Course was approved.
3. **Resolution for Support by the CLAS Faculty council Regarding the Safety, Efficacy, and Need of a COVID-19 Vaccine Mandate: Seeking University Faculty Council Endorsement.** On September 17, 2021 the College of Liberal Arts & Sciences (CLAS) passed a resolution and CLAS Faculty Council has presented it to Faculty Council asking for endorsement. Several other colleges have endorsed the resolution. Faculty Executive Committee has also endorsed and similar actions have been passed across the UNC System. Flint moved to endorse the resolution. Smith seconded the motion. The agenda item was opened for discussion. One member shared feedback from her department. There was some strong opposition to mandate and fears of retaliation for speaking out against a mandate. Others agreed in the chat and said the received similar feedback in their departments. Gaber added that we have been told that the Board of Trustees do not have the authority to mandate a COVID-19 vaccine. We are waiting to hear guidance on President Biden’s mandates. Jesh Humphrey said we are likely to be subject to the OSHA requirements. We have a mandatory testing plan, so we are in compliance. Another member noted that the resolution mentions a medical exemption, but no religious exemption. Fuentes noted that UNCC Health has a set of exemptions statuses in place for other vaccines covering religious and other exemptions. The motion to approve was called for a vote. Multiple votes against, but the motion carried. The Resolution Regarding the Safety, Efficacy, and Need of a COVID-19 Vaccine Mandate was approved.
4. **College and Departmental Best Practices for RPT: Recommendations for Revisions.** Harden said this comes from the Faculty Equity Audit Working Group with four recommendations. Both the Faculty Employment Status Committee (FESC) and the Faculty Executive Committee (FEC) have endorsed. The document has been divided into a series of possible motions. Harden read motion one. Poutous said it should be made clear this only applies to internal reviewers (CRC and DRC) and not external reviewers. Troyer and Gutierrez says “materials” should be more precise, such as “faculty dossier”. Hard read motions two, three, and four. Troyer ponders why a 12-page limit and wonders what is motion three is getting after. Harden answered it provides a second-level review. Best practices research found a 12-page limit best. There as consensus that this item warrants more discussion. Harden said we’ll bring this item back next meeting.
5. **Report of the Past President (Dr. Joel Avrin).** Avrin indicated there is nothing new to report at this time.
6. **Report of the President (Dr. Susan Harden).** Harden said she is advocating for faculty raises at every opportunity. An early retirement program may soon be available for a period. Harden received more details from Associate Vice Chancellor for Human Resources Gary Stinnett. Harden read some of Stinnett’s comments. UNC Charlotte is still waiting for implementation guidelines from the System on this program, but it is called the UNC Early Retirement Incentive Program (ERIP). It will not be required to be used, but is available as a campus cost-saving option. Once we get the actual implementing details from the System Office, Human Resources will have more to offer on the subject.

1. **New Business.** No new business was raised. Harden noted that the next meeting is October 28, 2021.

The meeting adjourned at 2:17 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 |  |
| Business | Dongsong Zhang |  | Xiuli He |  |
| Computing & Informatics | Heather Lipford | **X** | Xi Niu |  |
| Education | Dawson Hancock | **X** | Greg Wiggan |  |
| Engineering | Sukumar Kamalasadan | **X** | *vacant* |  |
| Health & Human Services | *vacant* |  | Susan McCarter |  |
| Liberal Arts & Sciences | Anton Pujol | **X** | Lisa Rasmussen |  |
| Liberal Arts & Sciences | Karen Flint | **X** | *vacant* |  |
| Liberal Arts & Sciences | Alan Rauch |  | Joanna Krueger |  |
| Library | Katie Howell | **X** | Marc Bess |  |
| **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 |  |  |  |
| Dean, College of Arts + Architecture | Brook Muller |  |  |  |
| Dean, College of Business | Jennifer Troyer | **X** |  |  |
| Dean, College of Computing & Informatics | Fatma Mili |  | Bill Tolone | **X** |
| Dean, College of Education | Teresa Petty | **X** |  |  |
| 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 | **X** |  |  |
| **Academic Unit Representatives** | | | | |
| Accountancy | Hughlene Burton | **X** | *vacant* |  |
| 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 |  |
| Bioinformatics & Genomics | Alex Dornburg | **X** | Rich White |  |
| Biological Sciences | Richard Chi |  | Andrew Truman | **X** |
| 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 | Kim Jones |  | Kaustavi Sarkar |  |
| Data Science | Wlodek Zadronzny |  | George Shaw | **X** |
| 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** | *vacant* |  |
| 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** | *vacant* |  |
| Languages & Culture Studies | Jose Batista | **X** | Michael Doyle |  |
| Library | Jeff McAdams | **X** | Nikki Thomas |  |
| 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 |  |
| Middle, Secondary & K-12 Education | Hilary Dack | **X** | Warren DiBiase |  |
| Military Science | Caitlin Moore | **X** | Josh Garner |  |
| Music | Jeremy Marks | **X** | Jessica Lindsey |  |
| Nursing | Teresa Gaston |  | Kelly Powers | **X** |
| Performing Arts Services | Gordon Olson |  | Matthew Fraiser |  |
| Philosophy | Lisa Rasmussen | **X** | Shannon Sullivan |  |
| 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 | **X** | Amy Good |  |
| 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 |  |