**Faculty Council**

**Minutes of October 28, 2021 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); Dawson Hancock (FEC, COED); Sukumar Kamalasadan (FEC, COE); Judy Cornelius (FEC, CHHS); 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.); Kevin Bailey (V.C. for Student Affairs); Jennifer Troyer (COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Dean); Ron Smelser (On behalf of COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Katherine Hall-Hertel (On behalf of Graduate School Dean); Anne Moore (Library Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Jeff Murphy (ARTS); 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); Joyce Dalsheim (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); Caitlin Moore (MSCI); Jeremy Marks (MUSC); Kelly Powers (SON); Gordon Olson (PAS); 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)**: Alan Rauch (FEC, CLAS); Brook Muller (COAA Dean); John Smail (UCOL Dean)

**(Unit Representatives)**: Dustin Puett (AERO); Kim Jones (DANC)

**Guests Present (Not Voting)**

David Dearden (Academic Advising Center); Aimee Hawkins (Academic Affairs); Shannon Homesley (Academic Affairs); Jay Raja (Academic Affairs); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Garvey Pyke (CTL, Director); Bill Tolone (CCI); Asher Haines (Continuing Education, Director); Jody Cebina (Distance Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Oscar Lansen (FAPSC); Johnna Watson (Graduate School); Malin Pereira (Honors College, Executive Director); Sam Sears (Legal Affairs); Erina Joyee (Mechanical Engineering); Janet Daniel (OASES); Beth Rugg (OneIT); Lyndie Forthofer (Public Health Sciences); Jon Reece (Registrar); Gloria Campbell-Whatley (Special Education); Cathy Blat (Student Development and Success); Dick Beekman (Student Government Association); Coral Wayland (Undergraduate Education)

1. **Call to Order, Introduction.** Faculty President Susan Harden called the meeting to order at 1:00 P.M. and welcomed everyone. Harden talked about mental health. She said that sadly several student suicides have hit UNC Chapel Hill recently. She read a message from Student Body President Dick Beekman,

“…but I left yesterday's call [with other SGA presidents] truly proud to be a Niner. The continued care, dedication, flexibility, and compassion displayed by professors across the board is so important for the mental well-being for our students. I have no doubt that it has resulted in better lives, and perhaps even saved lives. I recognize this has come at a cost to faculty members. You all have been, and continue to be, stretched to your limits. It is my hope that in sharing my experiences over the past 24 hours that I am able to provide a sense of satisfaction in letting you know that the faculty of UNC Charlotte have truly made a difference.” - SGA President Dick Beekman.”

Harden said that students recognize what terrific faculty we have here. Harden said to the faculty that we see what you are doing and our students see what you are doing. Thank you.

1. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:

* The Niner Research Reception was well attended. It was a great opportunity to recognize our faculty. Monday night was a newly promoted faculty reception.
* Ombuds search had 39 applications. First round interviews this week. We plan to bring two to three candidates to campus.
* Provost search has had several listening sessions.
* We are considered Federal contractors so we have to comply with President Biden’s mandate. We are following a thoughtful process to comply.
* We will be evaluating our College of Liberal Arts & Sciences structure. There is no issue, but we want to make sure this is the best structure. We don’t have a preset plan. Keeping as is may be the answer. We want to explore possibilities.
* Budget update: Currently talking about questions of redistricting. I’m being told two more weeks. I’m hearing the possibility of a 2.5% increase for schools and community colleges accidentally overlooked the UNC System Schools. I am told the system should be included in this.

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

* In anticipation of future budget, I have asked the deans to talk about enrollment projections and future needs. Should we get some money, we will be prepared.
* Vacancies in staff positions is an issue. The question is, is this unusual? With faculty this looks much the same; not unusual. For staff it does seem to be a higher level of vacancies than normal. The Chancellor has commissioned the cabinet to look into more flexibility for staff.
* Faculty salary ranges – the System Office has always set ranges for tier 1 and tier 2 salary ranges. For faculty positions its different. We have been setting faculty salary compensation ranges ourselves. New this year, the system determined a set of ranges for groups of schools. We offered them an alternative, because we are different from the schools in our grouping. Our counter proposal was approved. That is what you are looking at [Provost shared a faculty salary ranges report on the screen]. The salaries of which we hire people vary due to the intangibles of each hiring decisions and the person’s intangibles.

Q: Wilson asked can the information about the other clusters/groupings be made visible?

A: Yes, we can make this available.

Q: Are lecturers included?

A: Lecturers were not included in this report.

Q: Dalsheim asked will salary compression be addressed?

A: When people are promoted we make an adjustment then which helps some with compression. It takes money to truly address it. If we receive money to address this, we will.

Harden asked the Faculty Council to review and forward comments to her.

1. **Consent Agenda.** Harden asked if there is a request to remove any items from the Consent Agenda. Hearing none, Ford-Eickhoff moved to approve the Consent Agenda with two minor revisions to the minutes. Under agenda item #8, correct the spelling of “Harden” and the spelling of “was” in the line “There was consensus…”. Dewitt seconded the motion by Ford-Eickhoff to amend the minutes and approve the Consent Calendar. The motion passed and the following items were approved:
   1. Approved Minutes of the Faculty Council Meeting of September 30, 2021 as Amended
   2. Endorsed Proposed Revisions to University Policy 304 *Electronic Communications Systems*
   3. Endorsed Proposed Revisions to University Policy 208 *Substantive Change Compliance Policy*
   4. Approved Revisions to Immunization Policy Reinstatements
   5. Approved Revisions to Registration Policy
2. **Revisions to Standing Rules regarding expansion of Faculty Executive Committee.** Harden explained the reasoning for the proposed expansion of the Faculty Executive Committee (FEC) to include the College Faculty Presidents (also known as College Faculty Chairs) and Library Faculty President. This expansion was piloted in Summer. Hancock moved to approve. Flint seconded the motion. Wilson asked how the Faculty Presidents feel about this extra work. Harden answered that it was affirmatively endorsed by the College Faculty Presidents. They participated in two to three meeting over this summer. The motion came to a vote and was approved with no objections. The revisions to the Standing Rules of the Faculty Council regarding expansion of the Faculty Executive Committee were approved.
3. **Revisions to Grievance Procedures.** The revisions were reviewed extensively by the Office of Legal Affairs, Office of Academic Affairs, the Grievance Committee, the Faculty Ombuds, and the Faculty Executive Committee. A significant revision includes the removal of the requirement for remediation, which is now optional. Dewitt moved to approve. Flint seconded the motion. The motion was approved with no objections. The revisions to the Grievance Procedures were approved.
4. **Discussion: College and Departmental Best Practices for RPT.** Harden indicated this is a discussion item only; no vote today. This will likely come back to the November meeting for a vote. A working group looked at the RPT process through an equity lens. This working group made recommendations. The Faculty Employment Status Committee (FESC) and the FEC both endorsed these recommendations. Ebong said motion #1 was a concern to most faculty in his department. They did not like the act of signing this attestation. The “read and reviewed” part is okay. Poutous asked when it says “requires all individuals”, does that include external reviewers? It is a contradiction to ask them to state they may be biased, when we are asking them for their unbiased review. They are doing this voluntarily. Mili says there is strong support for the objectives of this document, but lots of questions about the particulars. We are aware that we have implicit bias, but asking to sign that we have bias is heavy handed and may backfire. Lorden said it is not crystal clear where the equity issues are that this is trying to address. This document started as a “best practices” but now that it has been divided into a series of motions it seems required. Harden thanked everyone for the discussion and asked that people send your comments to her by November 9.
5. **Report of the Past President (Dr. Joel Avrin).** In the interest of time, Avrin indicated there is no report.
6. **Report of the President (Dr. Susan Harden).** Harden asked the Faculty Council to please consider making a gift to the Faculty Legacy Scholarship fund. Please participate at even a small level. Niner Nation Week has a great lineup of events. Please participate. The next meeting of the Faculty Council will be December 2, 2021.

1. **New Business.** No new business was raised.

The meeting adjourned at 2:15 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 | **X** | Xiuli He |  |
| Computing & Informatics | Heather Lipford | **X** | Xi Niu |  |
| Education | Dawson Hancock | **X** | Greg Wiggan |  |
| Engineering | Sukumar Kamalasadan | **X** | *vacant* |  |
| Health & Human Services | Judy Cornelius | **X** | 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 | **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 | Teresa Petty | **X** |  |  |
| Dean, College of Engineering | Robert Keynton |  | Ron Smelser | **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 |  | Katherine Hall-Hertel | **X** |
| Dean, Library | Anne Moore | **X** |  |  |
| Dean, University College | John Smail |  |  |  |
| **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 | **X** |
| 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 | **X** | 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 | **X** |
| 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 | **X** | 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 |  |