**Faculty Council**

**Minutes of March 28, 2024, Meeting**

1. **Call to Order.** Faculty President Xiaoxia Newton called the meeting to order at 1:00 P.M.
2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:

* Yesterday the inaugural Million Dollar Research Circle honored the 65 faculty on campus who lead initiatives with $1 million or more in active external funding. These 65 honored principal investigators represent 70% of the University’s current grant portfolio of more than $220 million.
* We are spending time with congressional delegations to share with them the work we do that might be of interest to them. We are actively participating in the ear-marking process where we previously were not.
* Clarifying the guns at UNC Charlotte new story. It is a felony to have a gun on campus. A person ran a red light and when ticketed was arrested for also having a gun in sight within the vehicle. In a separate case, someone followed someone on campus and when approached left the campus. They were found and arrested. There was no ongoing danger in either case. We have taken the steps to make UNC Charlotte safe. We added police force rangers, cameras, and license plate readers. The light rail ends at our campus and therefore we were seeing the clearing of trains out on our campus with the last stop of the night. We have gotten the light rail to change that practice and instead clear the trains out the stop before our stop. We are proactive in ensuring we are safe. We do trespass individuals. The daily call log is public and available on the police website.

Q: There is a danger to higher education when programs are shutdown. What about asking for money for these vulnerable programs?

A: Earmarks are their opportunities to take money for projects and partner with us. Things like supporting local museums, etc. Let’s talk about the many options. Happy to talk separately with any of you. Betty Doster, Special Assistant to the Chancellor for External Relationships and Partnerships, is the person to connect with.

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

* As you may have seen in the Niner Insider, we are adding professional advisors. There are professional advisors 64 and we are adding 21. Currently, 7,000 undergraduate students have faculty as their advisor. Faculty will still play a role, but this should let them focus on what they do best.
* We have candidates on campus today for the COB Dean search and CHESS Dean search.
* UNC System policies coming down –
  + Faculty Workload Policy
    - Thank you for input on Faculty Workload Policy
    - Colleges working on it at their level now
    - This will be part of annual review process
    - To be in place January 1, 2025
  + Faculty Grievance & Tenure Policies – are part of today’s Faculty Council meeting
  + Still to come are Post-Tenure Performance Review and Academic Program Planning. The System Office has always looked at the number of students in programs and the number graduating from the programs. Now they are adding criteria to this program review.
* The Personally Speaking Series had a fascinating one last night with Dr. Trevor Pearce, Pragmatism’s Evolution: Organism and Environment in American Philosophy.
* We are looking to make honors more inclusive.
* Thank you to the faculty for all the work the faculty does.

No follow-up questions asked.

1. **Faculty Assembly Update (Wade Maki, Faculty Assembly Chair).** Harden introduced Faculty Assembly Chair Wad Maki. Harden said he has put in many hours of work for us. Maki said the goal is to keep faculty a seat at the table. He provided a presentation and noted that the presentation document has links to more information.

The Faculty Assembly has 6 policy workgroups. He mentioned the workgroups that members of Faculty Assembly from UNC Charlotte (Ford-Eickhoff, Harden, and Newton) are part of. Maki said the old workload policy used Carnegie classifications to create arbitrary numbers of courses per semester. He displayed the average sections per semester per FTE Faculty – tenured/tenure-track faculty only. He mentioned these numbers are bad data, for example 2.7 for Chapel Hill is not likely. The new workload policy is what campus committees are finalizing now. It is individualized, does not use Delaware or Carnegie, has BOT & System Office oversight, and an annual workload plan. Maki showed a chart of the number of faculty not meeting expectations in Post-Tenure Reviews (PTR). Less than 3% did not meet expectations, and at UNC Greensboro the number is 0 over 10 years. The Board is looking at this and not seeing what they expect to see. The goals for PTR Policy are to assist faculty members in meeting university performance expectations, recognize and reward exemplary performance, provide a clear plan and timetable for improvement, and provide for the imposition of appropriate sanctions when faculty members do not meet the goals established in a faculty success plan. Maki then provided a tale of two projects. With the Foundations for American Democracy (FAD) it is a Legislative curriculum mandate, not a System or faculty policy initiative. It is a preference, not a necessity. It was secret and selective, not open and inclusive. FAD mandates readings, a final exam, and threatens to fire Chancellors for “failure to comply”. It usurps authority of BOG, System, Campuses, and Faculty. A similar law passed in South Carolina in 2021. FAD passed in NC house in 2023 and is currently held in NC Senate. System Office initiatives usually invite the Faculty Assembly Chair to help address the issue and faculty are consulted at every step. Faculty goals for FAD include:

* Preserve Faculty Control of Curriculum
* Ensure course is college level
* Capture existing courses (expect History, Political Science, African American Studies, and more will have courses that fit)
* Use SLO model
* Faculty submit courses
* Campus approves courses

The proposed System Academic Program Review (APR) policy requires APR every 7 years, includes ROI and workforce metrics, and a campus APR policy by September. The Faculty Assembly has collected faculty feedback from each institution.

Questions?

**Q:** Should I be panicked about APR policy? Is this allowing them to pick programs they don’t like to end?

**A:** This is a real concern. Help our administrators to advocate for us. Help the System Office get better ROI data.

1. **Student Athletics Update (Dr. Mike Turner).** Turner informed the Council that he is the current Faculty Athletic Representative. This person is the University’s Faculty Representative to the NCAA and AAC, liaison between Faculty/Administration and Student-Athletes/Athletic Department, and works with the Student-Athlete Advisory Committee (SAAC). Our student athletes have over 1500 service hours. Last academic year our student athletes and athletic teams did well in our former conference, Conference USA. We have now moved into the American Athletic Conference (AAC). The men’s soccer team won the AAC and the women’s indoor track won first place. Turner shared a slide with the Charlotte athletic performance. Then shared a slide with the Charlotte academic performance. The slide showed the semester GPA for student athletes and in parentheses the GPA for all Charlotte students. Student athletes have a higher GPA than the average student. There were 27 UNC Charlotte awardees of the NCAA FAR Academic Excellence Awards, which was most in the AAC. Just as the University has grown, so too have the athletic programs. In 2023 enrollment in the University has grown 69% from enrollment in 2003. In that same period, the number of student-athletes grew from 237 to 450 and the number of athletic teams from 12 to 19. We are adding women’s lacrosse. We should strive to support these student athletes. They have noted struggles with prerequisite course requirements and limited course offerings. Come on out to Spring football practice. You are all invited. I will send an email.
2. **Consent Agenda.** Newton asked if there were any requests to remove an item(s) from the consent agenda for further discussion. Hearing none, she entertained a motion to approve. A motion to approve the consent agenda was made and seconded. The motion carried unanimously.

The following consent agenda items were approved:

* 1. Minutes of the Faculty Council meeting of February 22, 2024
  2. Five-Year Academic Calendar
  3. Revisions to the Procedures for Resolving Faculty Grievances
  4. Revisions to University Policy 102.13, Tenure Policies, Regulations, and Procedures
  5. Request to Change the Name of the Department of Geography and Earth Sciences to the Department of Earth, Environmental, and Geographical Sciences

1. **Request to Change the Name of the Department of Public Health to the Department of Epidemiology and Community Health, and to Establish a New Department called the Department of Health Management and Policy.** It was noted that the agenda lists the proposed name of the new department incorrectly. It should be the Department of Health Management and Policy. The motion to approve both requests was moved and seconded. The request to change the name of the Department of Public Health to the Department of Epidemiology and Community Health, and to Establish a New Department called the Department of Health Management and Policy was approved.
2. **UNC Charlotte Open Access Policy.** Newton announced this agenda item has been moved to the April Faculty Council meeting.
3. **Report of the President-Elect (Dr. Susan Harden).** April 9th is Niner Nation Gives. The Faculty Legacy Scholarship is a worthy place to make a donation. Please join me in making a donation.
4. **Report of the President (Dr. Xiaoxia Newton).** Newton shared on the screen the Faculty Governance positions that still need more nominations and encouraged people to nominate themselves for these positions or the other positions up-for-election. The nomination deadline is March 29th.

The meeting was adjourned at 2:06 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant