**Faculty Council**

**Minutes of April 28, 2022 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); Ian Binns (COED Faculty Chair); Sukumar Kamalasadan (FEC, COE); Judy Cornelius (FEC, CHHS); Susan McCarter (CHHS Faculty Chair); Karen Flint (FEC, CLAS); Anton Pujol (FEC, CLAS); Alan Rauch (FEC, CLAS); Katie Howell (FEC, LIB); Natalie Ornat (Library Faculty President); 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); Heather Lipford (On behalf of CCI Dean); Malcolm Butler (COED Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Cooper Moore (Library Dean); John Smail (UCOL Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Jeff Murphy (ARTS); Richard Chi (BIOL); Kexin Zhao (BISOM); Christopher Bejger (CHEM); Wei Fan (CEGR); Melody Dixon (COMM); Susan Furr (CSLG); Sam Dewitt (CJUS); Kaustavi Sarkar (DANC); 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); Hilary Dack (MDSK); Caitlin Moore (MSCI); Jeremy Marks (MUSC); Kelly Powers (SON); Gordon Olson (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Joanne Carman (POLS); Victoria Scott (PSYC); Lauren Wallace (PHS); Amy Good (REEL); Julia Robinson 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)**: E.E. Balcos (COAA Faculty Chair); Dongsong Zhang (FEC, COB); Rob Roy McGregor (COB Faculty Chair); Mary Lou Maher (CCI Faculty Chair); Aidan Browne (COE Faculty Chair); Jan Rieman (CLAS Faculty Chair); Brook Muller (COAA Dean)

**(Unit Representatives)**: Dustin Puett (AERO); Alex Dornburg (BINF); KR Subramanian (CS); Wlodek Zadronzny (DTSC); Kamia Smith (MEES)

**Guests Present (Not Voting)**

Aimee Hawkins (Academic Affairs); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Kim Bradley (Chancellor’s Office); Jules Keith-Le (CTL); Heather McCullough (CTL); Garvey Pyke (CTL, Director); Bill Tolone (CCI); Greg Weeks (CLAS); Asher Haines (Continuing Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Katherine Hall-Hertel (Graduate School); Sandra Krause (Graduate School); Johnna Watson (Graduate School); Malin Pereira (Honors College, Executive Director); Jesh Humphrey (Legal Affairs, Counsel); Sam Sears (Legal Affairs); Janet Daniel (OASES); Scott Deyo (Ombuds); Beth Rugg (OneIT); Jon Reece (Registrar); Cathy Blat (Student Development and Success); Tatiyana Larson (Student Government Association); Sarah Humphries (Undergraduate Admissions); Kimberly Rodgers (Undergraduate Education); Lisa Slattery Walker (Undergraduate Education); David Johnson (University College Faculty Council, Chair)

1. **Call to Order.** Faculty President Susan Harden called the meeting to order at 1:00 P.M. She mentioned her gratitude for Dr. Joel Avrin and his service as President-Elect, President, and Past President, which is a four year commitment. We have a new slate of election winners including Dr. Xiaoxia Newton our new President-Elect. Harden welcomed everyone to the meeting and said there is an amendment to the agenda. The newly elected Student Body President Tatiyana Larson has requested for a couple minutes of our time.

Larson said she wants to share concerns of many students. Students are looking for help in terms of their grades. There are higher rates of students failing now that we are coming back out of the pandemic and back into the classrooms. It has been tough on many students. The pandemic has increased their level of stress. A Pass/No Credit option like we used previously is the preferred option of help. I know this is las minute. I was just elected and needed to forward this student view. If Pass/No Credit cannot be implemented, please help students as much as possible.

Harden thanked Ms. Larson and said we’ll be in touch.

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

* Thank you to Faculty President Susan Harden and the entire Faculty Council for your work this year.
* With regards to the CLAS structure review, we will not be taking action over the summer. More conversations will take place this Fall before any decision is made.
* Staring July 1, 2022, the Vice Chancellors for Research and Economic Development and OneIT will report directly to the Chancellor & the Executive Director position of the Honors College will become a Dean position that reports directly to the Provost.
* Remembrance Day beings tomorrow, April 29, 2022. There will be a wreath laying ceremony.
* The modeling related to the performance variables in the new UNC System funding formula is coming soon. We’ll keep you informed.
* Commencement will be held in the football stadium. There will be three ceremonies.
* Thanks again to everyone for all their good work.

**Q:** Dalsheim mentioned the CLAS review survey and asked if there is a revised report.

**A:** Provost Lorden answered that the last update went out in the Office of Academic Affairs News Digest and the next version will additionally go out in the News Digest. The report is available to the whole campus. Please note a very brief survey will go out next week to the faculty to capture things we have not gotten yet.

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

* The Governor has put $20 million into the State for funding for students for summer school. Our piece of that is close to $1 million. Final details on the guidelines for that funding will be received soon. With this money we will have about $5 million to help students make progress towards completing their degrees over the summer.
* As I have mentioned before, the Chancellor allotted $300,000 for faculty whose work was greatly affected by the pandemic. We received lots of feedback and input and will be pushing out stipends to 48 faculty members.
* Richard Amon, Vice Chancellor for Business Affairs, and I hosted a one-day retreat to identify areas we can make progress to help faculty. The report will be posted soon.
* We are working with the Deans to bring metrics in the strategic plan to the college level.
* The Quality Enhancement Project for next SACS accreditation begins next week. Thanks to all the faculty who have worked on the General Education Program.

**Q:** Hardin asked how we get the word out about the summer funding for students.

**A:** Enrollment Management is on that. We are identifying the students that are eligible and have a planned system for getting the word out.

1. **University Ombuds Office Presentation.** Mr. Scott Deyo, University Ombuds, stated his appreciation to Dr. Steck and Dr. Rowan for their service and for making the transition of the Faculty Ombuds Office to the University Ombuds Office (Faculty and Staff) seamless. Deyo said he has been quite busy introducing the role to staff and assuring faculty this new structure will be beneficial to faculty. Ombuds often help by providing an unbiased, non-judgmental listening ear to understand the situation, clarifying issues, by being a thought partner in exploring a full range of possible options, thinking through the pros and cons of the various choices, and helping visitors come to a decision on how they’d like to proceed. We help empower them to make their own decisions by letting them know what is in the range of possibilities, the pros and cons, and dispelling myths. There are four principles of Ombuds: confidential, informal, impartial, and independent. The University Ombuds Office is physically located in Barnard. It is a nice remote location with little foot traffic. Feel free to schedule an appointment.
2. **General Education Program Revision Update.** Dr. David Johnson, Chair of University College Faculty Council, thanked the task force who have been working on this for one and a half years. He provided a link in the Chat to a Google Doc on the General Education Program Revision. Johnson said we are in the process of writing a report on this revision and developing workshops. By Fall the new courses that are aligned with this new general education will be proposed in Curriculog. This is a new intellectual framework for General Education with four competencies of communication, critical thinking, quantitative/data analysis, and intercultural. We have held three town halls. One concern we heard was whether the popular prospect for success would be going away. Do not worry, this is not going away. The two big changes are the themes and the competencies being integrated into the majors.

Dean John Smail added that General Education is a four year process. This new revision will integrate it more to a student’s major. A lot of mechanics will be happening in the 2022-2023 year to get this launched for Fall 2023. We will be putting this through Curriculog with a large encompassing document. This will go through University committees, including Faculty Council for review and approval.

**Q:** Will these replace LBST courses?

**A:** Johnson and Smail answered that LBST will be retired except for the critical thinking course. LBST 2301 will become CTCM 2530 but remains the same in terms of content and purpose.

**Q:** Rauch asked a question concerned about some fields and subjects being systematically chosen over others.

**A:** Smail said there has been a lot of faculty input and voices. Your question is understood. We need to think about where the units can contribute academic credit hours. We want to help colleges use General Education to better recruit students into their majors. Johnson added that the task force was composed of faculty from every college.

1. **Consent Agenda.** Harden noted to discuss an item, it needs to be removed from the Consent Agenda. There were no requests for item removals. Dewitt moved to approve the Consent Agenda. Burton seconded the motion and the motion carried.

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of March 31, 2022
  2. Approved Request to Award Posthumous Degree to Eivan Cuarteros
  3. Approved Motion to Award Degrees – Spring 2022
  4. Approved Revisions to Academic Appeal and Grievance Policy
  5. Approved Revisions to Academic Distinction Policy
  6. Approved Revisions to Graduate Continuous Registration Policy and Leave of Absence Policy
  7. Approved Request to Award Degree in Memoriam to Barbara Finney
  8. Approved Request to Award Degree in Memoriam to Stevie Sweeney

1. **Proposal on Term Starts.** Harden gave background. Dewitt moved to approve, Ford-Eickhoff seconded, and the motion carried. The Faculty Council approved the proposal on term starts and corresponding revisions to the *Standing Rules of the Faculty Council* and *Constitution of the Faculty*.

**Q:** Wilson said he believes the revisions to the *Constitution of the Faculty* must now go before the Faculty for a vote.

**A:** Correct, thank you for that reminder.

1. **Proposal to Eliminate the H Grade.** Harden gave background. The H Grade was used during the pandemic. FAPSC was asked to determine if the H Grade should be kept, eliminated, or redefined. FAPSC consulted with Honors Council and Disability Services both of whom indicated they do not need the H grade. Zenk noted that the H Grade has been around for a long time while rarely being used. It was repurposed during the pandemic. Ford-Eickhoff moved to approve the proposal. Burton seconded. The motion carried. The Faculty Council approved the revisions to the Grading Policy of eliminating the H Grade.
2. **Report of the Past President (Dr. Joel Avrin).** Avrin said that FAPBC has drafted a proposal to help address salary compression. The FEC gave an informal approval of that proposal and direction for next steps. It will be moving forward and should come to this body in the Fall.
3. **Report of the President (Dr. Susan Harden).** Harden shared a slide that listed the six strategic focus areas the Faculty Council had this year: (1) increasing compensation; (2) accelerating racial equity; (3) understanding the impact of the pandemic on our work; (4) advocating for more support for research; (5) supporting strategic student success efforts; and (6) improving faculty governance and broadening participation in faculty governance. Harden explained how we have made significant progress on all these items.
4. We received State raises. FAPBC is working on salary compression. We are raising the issue to the Board of Governors of the high cost of our healthcare insurance. We still need to address adjunct and part-time faculty pay. We saw the report on food insecurity among adjunct faculty. And we still need to address summer pay. We are monitoring this notion of a “great resignation”.
5. We passed a resolution to support DEI online training and had a Special Faculty Council meeting with Brandon Wolfe, Associate Vice Chancellor for Diversity and Inclusion and Chief Diversity Officer.
6. We worked with the Provost on a survey which highlighted the need for support and approved tenure clock extensions.
7. We continue to advocate for more support for research.
8. Faculty were a critically important part of the University’s response to the pandemic. Faculty have truly made a difference to student health and success and the students agree and have made this known.
9. We expanded the Faculty Executive Committee and we held two town halls on important subjects.

There are some items that will need to carry over into next year, including the student evaluation of teaching overhaul which is still in progress. Please continue to send along feedback.

**Q:** Wilson said with the great resignation it is important to capture the difference between staff that left the University and staff that left one positon for another position in the University.

**A:** Lorden said we should have findable data on that and trying to capture that information would be smart.

**Q:** Avrin wanted to mention that Faculty Assembly did a lot of work on public relations on the UNC System of the great work our faculty on the various campuses do. Also we should thank Chancellor Gaber for her commitment to salary raises.

Harden thanked everyone and adjourned the meeting at 2:14 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 |  |
| Arts + Architecture, Faculty Chair | E.E. Balcos |  | *designee* |  |
| Business | Dongsong Zhang |  | Xiuli He |  |
| Business, Faculty Chair | Rob Roy McGregor |  | *designee* |  |
| Computing & Informatics | Heather Lipford | **X** | Xi Niu |  |
| Computing & Informatics, Faculty Chair | Mary Lou Maher |  | *designee* |  |
| Education | Dawson Hancock | **X** | Greg Wiggan |  |
| Education, Faculty Chair | Ian Binns | **X** | *designee* |  |
| Engineering | Sukumar Kamalasadan | **X** | *vacant* |  |
| Engineering, Faculty Chair | Aidan Browne |  | *designee* |  |
| Health & Human Services | Judy Cornelius | **X** | Susan McCarter |  |
| Health & Human Services, Faculty Chair | Susan McCarter | **X** | *designee* |  |
| Liberal Arts & Sciences | Anton Pujol | **X** | Lisa Rasmussen |  |
| Liberal Arts & Sciences | Karen Flint | **X** | *vacant* |  |
| Liberal Arts & Sciences | Alan Rauch | **X** | Joanna Krueger |  |
| Liberal Arts & Sciences, Faculty Chair | Jan Rieman |  | *designee* |  |
| Library | Katie Howell | **X** | Marc Bess |  |
| Library, Faculty President | Natalie Ornat | **X** | *designee* |  |
| **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 |  | Heather Lipford | **X** |
| Dean, College of Education | Malcolm Butler | **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 | **X** |
| Bioinformatics & Genomics | Alex Dornburg |  | Rich White |  |
| Biological Sciences | Richard Chi | **X** | Andrew Truman |  |
| 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 |  | Melody Dixon | **X** |
| Computer Science | KR Subramanian |  | Mohsen Dorodchi |  |
| Counseling | Susan Furr | **X** | Lyndon Abrams |  |
| Criminal Justice + Criminology | Sam Dewitt | **X** | Bruce Arrigo |  |
| Dance | Kaustavi Sarkar | **X** | Kim Jones |  |
| Data Science | Wlodek Zadronzny |  | George Shaw |  |
| 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** | Natalie Ornat |  |
| 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 | **X** | Matthew Fraiser |  |
| Philosophy | Lisa Rasmussen |  | Shannon Sullivan | **X** |
| 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 |  | Amy Good | **X** |
| 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 |  |