**Faculty Council**

**Minutes of April 27, 2023 Meeting**

1. **Call to Order.** Faculty President Susan Harden called the meeting to order at 1:00 P.M. and stated that this is the last meeting of the academic year and the last meeting she is presiding over the Faculty Council.
2. **The Charlotte Model (Dr. Lisa Walker & Dr. Leslie Zenk).** Zenk, Assistant Provost, started the presentation by saying the “Charlotte Model” builds and expands upon our student-centered approach for success and will help demonstrate what makes UNC Charlotte’s approach unique. Over the past 10 years, graduation rates at UNC Charlotte have continued to increase. During the 2021-2022 academic year, the cross-divisional Student Success Working Group studied our successes and developed the Charlotte Model and began to identify any programming gaps. During the 2022-2023 academic year, University Communications developed a visual representation of the model. Walker, Associate Provost for Undergraduate Education & Dean of University College, said the focus is on student success. This is not a new initiative, this is about what we have been doing and how to keep it going. It’s about the ABCs, Academics, Belonging, and Competencies. At UNC Charlotte we invest in each student to ensure their experience is rigorous, holistic, supportive, practical, and personalized to their needs. The model involves exploration (pre-onboarding), connection, adaption, acceleration, progression, and launch. We have begun to identify a few gaps in the student’s roadmap to success and are developing initiatives to fill those gaps. We are really interested in your feedback. Zenk explained the mode is a comprehensive framework in which everyone can see their role in student success in a common language. We will come back in the Fall with University Communications to share with you a comprehensive communication plan. Please share the Charlotte Model with your units and let us know if this captures everything well or if we have missed anything.

**Q:** Kamia Smith asked what’s the main difference of this model from what we are already doing?

**A:** Walker said it is not different. The first step was codifying what we are doing and the next step is fine tuning.

**Q:** Dalsheim asked if you have considered the post-COVID atmosphere?

**A:** Walker said the connection between the academic side and mental health is something we have identified as needing improvement.

1. **Faculty Welfare Committee support for including childcare as a component of the new 2024 Campus Master Plan (Dr. Nicole Peterson).** Peterson, Chair of the Faculty Welfare Committee (FWC), noted that childcare has been a topic of interest for many years. Childcare is expensive, is a stressor, and can affect work schedules. Availability of childcare is a need. Eleven of 16 UNC campuses offer some form of childcare support. We are among the 5 that do not. There are discounts and partnerships at UNC Chapel Hill and NC State with lots of options. NC State has partnered with 40+ area child care providers. Master planning should include planning for supporting faculty, staff, and students as we move toward a higher research profile. We should collect information from other schools on relationships and resources and survey our faculty for their needs and concerns in Fall 2023. Peterson closed asking for an investment in our faculty. Try to improve faculty welfare.

**Q:** Dalsheim asks what has been getting in the way all these years?

**A:** I’ve heard its financial.

**Q:** Accessibility would be worth it, even if the cost is similar.

**Q:** The College of Education would likely be interested as it could help with their child development programs.

Harden noted that we build stadiums, parking decks, and buildings; we should be considering this need as well.

**Q:** Rasmussen stated that wording the survey “Would you have supported” could capture those who no longer need childcare, but are still supportive of this service.

**A:** Agree.

1. **Consent Agenda.** Harden said item #d ‘Academic Credit Hour Policy’ is being removed from the Consent Calendar to discuss a revision recommended by the Registrar. Any other removals for discussion? Smail said he would like to further discuss item #e ‘University Policy 102.5’. Smail moved to approve items # a, b, and c. Ford-Eickhoff seconded the motion and the motion carried unanimously.

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of March 30, 2023
  2. Approved Minutes of the Special Faculty Council Meeting of April 6, 2023
  3. Approved Motion to Award Degrees – Spring

**4d. Revision to Academic Credit Hour Policy.** Registrar Jon Reece said he suggests changing “within” to “associate with”, so the sentence would read, “UNC Charlotte offers courses for the Fall, Spring, and Summer semesters, as well as varying term lengths associated with each semester.” I recommend this language because there is one mini-fall term and potential interest in an additional winter term that are not self-contained within the semester, but overlaps. Harden added that the Office of Academic Affairs and Office of Legal Affairs are both good with this revision.

**Q:** Why does it say 15-week semester and also 16-week semester?

**A:** Burton, Chair of Faculty Academic Policy and Standards Committee, said the Carnegie unit is based on 15 weeks, but ours is 16 weeks (15 weeks + 1 week of exams). We left both in the policy for that reason.

DeWitt moved to approve the revisions to the Academic Credit Hour Policy including the friendly amendment. Allan seconded the motion. The revisions to the Academic Credit Hour Policy were approved as amended.

**4e. Revision to University Policy 102.5, Emeritus Faculty and Senior Academic & Administrative Officers.** Smail said the privileges for emeritus faculty should list continuing funded research and the policy should include an emeritus status for non-tenure faculty. The University of Toledo does this. Tudor-Locke says the policy does say “or holds a Special Faculty Appointment”. Dalsheim wants to know if this includes teaching professors? Tudor-Locke said all are included in the term Special Faculty. Harden suggested we approve the proposed revisions and have FAPSC look at this again in the Fall. A member added that we should clarify the 10-year requirement in bullet #1 under “Eligibility”. Is this requirement for both tenured faculty and special faculty or just special faculty? Zenk noted that the Faculty Council’s role in this proposed revision to the University policy is consultative, so she recommends you forward your concerns to the Chancellor’s Office. Another member suggested the 10-year requirement be stated as within the UNC System and not just at UNC Charlotte. Harden said we will forward these concerns and suggestions to the Chancellor’s Office.

1. **The Creation of an Ad Hoc Committee “DEI Policies”.** Harden announced that the formation of the Ad Hoc Committee was approved by the Faculty Executive Committee. Debra Smith will chair the committee and she will be recruiting to staff the committee.
2. **Faculty Governance election results (faculty-wide positions).** Harden shared the election results on the screen. These positions begin on the first day of the Academic Year, August 14, 2023. These results are posted on the Faculty Governance website (<https://facultygovernance.charlotte.edu/news>) and will be in Niner Insider in the Academic Affairs News section.
3. **Report of the President-Elect (Dr. Xiaoxia Newton).** Newton read a “thank you” speech she wrote about Susan Harden.

*I’m a firm believer of human intelligence over artificial intelligence and I’m determined to outsmart ChatGPT. ChatGPT, as David Brooks argues, “often churns out the kind of impersonal bureaucratic prose that is found in corporate communications or academic journals”. So instead of asking ChatGPT to write my speech, I wrote it myself with a personal touch.*

*I first met Susan a couple of years ago when I led a book reading group as part of the reading initiative in our college. The group I led was a small group. When we met for the first time, I had no idea Susan is the President of the Faculty Council, a VIP in other words. This ignorance just shows how oblivious I was about who’s who on our campus or what was happening beyond my small office.*

*Sometime after that chance meeting, I attended a virtual Faculty Council committee chairs meeting. At the time, I was serving as the Chair of the Faculty Competitive Grants Committee. The meeting was chaired by Susan. It was at that meeting I finally was able to connect the dots: Susan in my reading group is the Susan of the FC President.*

*If I were to reflect on the five years since joining the UNC Charlotte, the moment I met Susan was like the cut-off point in a RD (Regression Discontinuity) or the turning point in an ITS (Interrupted Time Series) analysis. Before I met Susan, I was comfortable in my own little world as an individual tenured faculty, cruising along doing work that I feel very comfortable doing (aka research teaching and service). After meeting Susan, however, I suddenly felt being “dragged” out of my own comfort zone, jumping on a steep learning curve navigating the complex ecosystem of what we call the Niner nation. Yes, as the President-Elect of the FC, I suddenly found myself needing to stretch my stamina dealing with issues that I didn’t know FC President has to deal with.*

*Susan was supportive and did not shy away from showering her confidence in me, “You will be great. Just be yourself. You do it your way. You don’t need to do it my way.” Besides showing her unwavering support, Susan is there to support my growth.*

*Today’s economic condition is creating lots of challenges for higher education institutions. The current political climate also may not be very friendly towards higher education institutions. Working with Susan has firmed my own belief that our individual wellbeing is conditioned by the collective wellbeing. More than ever, we need faculty who are willing to serve and problem solve together among ourselves and with other campus stakeholders.*

*I seize every opportunity to thank Susan for having confidence in me while providing me with mentorship. But Susan always says to me, “I don’t want to be your mentor. I want to be your friend!”*

*A year went by so fast. Time is running out and it feels there is so much more to learn about serving as the President of the Faculty Council. Susan has left big shoes to fill. But as I look ahead, I’m reminded of Hank Aaron’s words, “In playing ball, and in life, a person occasionally gets the opportunity to do something great. When that time comes, only two things matter: being prepared to seize the moment and having the courage to take your best swing.” [Hank Aaron, right fielder (1954-1976)].*

*It’s a bit daunting, but I’m ready to take my swing thanks to you, Susan. I feel empowered knowing you’ll always have my back. Thank you for entrusting me with this important service leadership role, thank you for being my friend, and thank you for your great leadership service to the faculty and to our campus community!*

*So that was my personal thank you speech. Now I’m pleased to present Susan with this big card as a collective thank you from everyone here today as well as the Plaque honoring your service!*

Newton presented Harden with the big thank you card signed by the Faculty Council members and a small gift from the leadership team of President-Elect Xiaoxia Newton and Secretary Debra Smith. Harden thanked everyone and said she looked forward to reading what people wrote in the thank you card. Harden told the room to embrace Newton in her new role as Faculty President and said she will do an outstanding job.

1. **Report of the President (Dr. Susan Harden).** Harden gave the following report:

* [Showed a slide on salary] The red are the years we had no raises. You can see, we have made some progress. The Provost’s Office has agreed to do a salary compression analysis each year. If a professor falls below one standard deviation below the mean it triggers a discussion with your chair. We had 35 faculty members below and now that number is about 10.
* UNC Charlotte provides a higher ROI (return on investment) than many institutions. We have a great story to tell.
* We maintain a very positive relationship with our administration. I meet with the Provost and the Chancellor monthly and they listen to our concerns. This is unique. It can be adversarial in other institutions. This leads to good outcomes for our faculty.
* We are making DEI a priority. The formation of the Ad Hoc Committee is a continuation of that.
* This past semester has been challenging dealing with the State legislature. May 4th is crossover day. If a bill does not crossover from one legislative body to the other by then it will not be approved this year.
* My advice is to take care of each other. It has been a privilege and I will be back next year in the role of Past President.

The meeting adjourned at 2:03 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant