**Faculty Council**

**Minutes of November 30, 2023 Meeting**

**Voting Members Present**

**(Ex Officio)**: Xiaoxia Newton (President); Susan Harden (President-Elect); Debra Smith (Secretary); Carlos Cruz (FEC, COAA); Eric Millard (FEC, COAA Faculty Chair); Dongsong Zhang (FEC, COB); Jack Cathey (FEC, COB Faculty Chair); Gabriel Terejanu (FEC, CCI Faculty Chair); Dawson Hancock (FEC, COED); Aidan Browne (FEC, COE); Jim Conrad (FEC, COE Faculty Chair); George Shaw (FEC, CHHS Faculty Chair); Elizabeth Stearns (FEC, CLAS); Dan Boisvert (FEC, CLAS Faculty Chair); Amanda Binder (FEC, Library); Sharon Gaber (Chancellor); Jennifer Troyer (Provost); Deb Thomas (on behalf of V.C. for Research); Artie Zillante (on behalf of COB Dean); Bojan Cukic (CCI Dean); Malcolm Butler (COED Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); John Smail (CHESS Dean); Bernadette Donovan-Merkert (COS Dean); Pinku Mukherjee (Graduate School Dean); Malin Pereira (Honors College Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Thaddeus (SOA); Denis Jacob Machado (BINF); Richard Chi (BIOL); Wei Fan (CEGR); Richard Leeman (COMM); Taghi Mostafavi (CS); Jack Culbreth (CSLG); Anna Divita (CJUS); Ann Dils (DANC); Robert Fox (DTSC); Paul Gaggl (ECON); Kyle Cox (EDLD); Ron Sass (ECE); Liz Miller (ENGL); Weidong Tian (FINN); Gang Chen (GYES); Karen Flint (HIST); Susanne Gomoluch (LACS); Liz Siler (LIB); Karen Ford-Eickhoff (MGMT); Oleg Safranov (MATH); Mira Frisch (MUSC); LaTonya Rafe (SON); Rachel Watkins (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Fred Batista Pereira (POLS); Lori Van Wallendael (PSYC); Deborah Beete (PHS); Eric Hoenes (RELS); Jill Yavorsky (SOCY); Bill Chu (SIS); Chris O’Brien (SPCD); Robin Witt (THEA); Cat Mahaffey (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Mohamed Shehab (FEC, CCI); Erik Byker (FEC, COED Faculty Chair); Tricia Turner (FEC, CHHS); Allison McCulloch (FEC, CLAS); Jan Rieman (FEC, CLAS); Michael Walter (FEC, COS Faculty Chair); Angel Truesdale (FEC, Library Faculty President); Kevin Bailey (V.C. for Student Affairs); Jose Gamez (COAA Dean); Anne Moore (Library Dean)

**(Unit Representatives)**: Matt Flynn (AERO); Mike Turner (APHC); J.B. Burke (ARTS); Ram Kumar (BISOM); Jordan Poler (CHEM); Don Chen (ETCM); Joyce Dalsheim (GLBL); Ertunga Ozelkan (ISE); Ming Chen (MKTG); Stuart Smith (MEES); Adam Myers (MDSK); Joseph Frederick (MSCI); Madelyn Colonnese (REEL); Jackie Garcia (SOWK)

**Guests Present (Not Voting)**

Lee Gray (Academic Affairs, Senior Associate Provost); Matthew Wyse (Academic Affairs); Kiran Budhrani (CTL, Director of Teaching & Learning Innovation); Claire Kirby (Enrollment Management, Associate Provost); Katherine Hall-Hertel (Graduate School, Associate Dean); Sandra Krause (Graduate School, Assistant Dean); Jesh Humphrey (Legal Affairs, General Counsel & V.C. for Institutional Integrity); Janet Daniel (OASES, Director); Brandon Wolfe (ODI, Chief Diversity Officer); Asher Haines (School of Professional Studies, Associate Provost)

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

* There is a Board of Trustees (BOT) meeting this coming week (Dec. 7th). We are keeping them updated on the Campus Master Plan process and ROI project. The Draft Campus Master Plan, with the Steering Committee, is coming to BOT in February.
* Spring enrollment is trending in a positive direction.
* Housing & Residence Life is moving to a first-year residence requirement starting Fall 2025. The move is being made because students on campus graduate at a higher rate. Also, it gives us a consistent rate of knowing on campus dorm room demand.
* UNC Charlotte has made the Military Times *Best for Vets: Colleges* list for the third year in a row.
* UNC Charlotte has received the 2023 Higher Education Excellence in Diversity Award from INSIGHT Into Diversity magazine. This is the second year in a row Charlotte has earned this national honor recognizing colleges and universities that demonstrate an outstanding commitment to diversity, equity, and inclusion. Charlotte is one of only three UNC System institutions to receive the 2023 award, joining East Carolina University and UNC Greensboro.
* American economist Raj Chetty has provided an update on his study regrading upward mobility in U.S. cities. Charlotte has moved forward in a better way and indicates that UNC Charlotte played a positive role.
* The student health center has been named the Joyce Davis Waddell Center for Student Health and Wellbeing. In recognition of her support of student health and wellness, UNC Charlotte has renamed its student health center in honor of Sen. Joyce Waddell ’73.

No questions asked.

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

* Dean Searches –
  + UCOL Dean search committee met yesterday to identify finalists. Plan to have January in-person campus interviews.
  + COAA Dean search also plans January in-person interviews.
  + CHESS Dean advertisement is out.
  + COB Dean advertisement is planned to be out before the end of the calendar year.
  + The Registry helped to find an interim Library Dean with previous experience. Stephen P. Weiter has been hired as interim dean starting January 1, 2024. A national search for a permanent dean will begin next year.
* Faculty Workload Procedure – Coppola and Harden served on the UNC System-wide Faculty Workload Committee. We have started work on editing our current procedure while minimizing changes to our existing process. We would like your input.
* A thank you to Faculty Council members and standing committee members. Shared governance does not happen at every university.
* We are hiring an Associate Provost for Faculty Affairs position. This position will be laser focused on faculty hiring, promotion, development, support, etc. Feel free to reach out to me if you are interested in applying.

**Q:** On campus residence, would that affect enrollment of students who live nearby?

**A:** The requirement will only be for students outside the region & only for first-year students.

1. **University Finances and System Funding Model (Dr. Richard Amon, Vice Chancellor for Business Affairs).** Amon said that Ken Smith, our budget director, is with us today. Shared a presentation. Amon said for the primary sources of funding slide (slide 2) the red means restricted and the green means more freedom. The noncapital contributions are mainly financial aid. Fifty-eight percent of university funding is spent on salaries and benefits of employees. After talking about the sources and uses of university funding, Amon shifted to talking about funding models. The previous funding model was all about enrollment. The new funding model bifurcates the process into enrollment and performance. Enrollment is based on in-state students credit hours (SCH). Performance is based on stretch goals for five performance metrics. The metrics are four-year graduation rate, undergraduate degree efficiency, first time student debt at graduation, transfer student debt at graduation, and education and related expenses per degree. The common denominator is graduation. Next year we are allowed to choose one more metric of our choice. We chose Hispanic graduation rates. Amon shared a slide that shows how the model worked for this year. Our enrollment drop was offset by our strong performance numbers. However, performance becomes incrementally harder each year as the System moves the goal posts of the stretch goals. Students taking more credit hours will help us more. To graduate faster, students take more classes/more credit hours per semester. Please help us improve the SCH and graduation rates.

**Q:** Do you look forward? Do we predict what next year will look like?

**A:** Enrollment is looking positive. But we’ll need to know the total credit hours those students are taking. Year one our score was 2.11% (scale to 3%). We expect it will be 2.3% for this next year.

1. **Consent Agenda.** Harden moved to approve the Consent Agenda. The motion was seconded by Ford-Eickhoff and carried unanimously.

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of October 26, 2023
  2. Approved Motion to Award Degrees – Fall 2023
  3. Approved Motion to Award Degree in Memoriam to Genesis Reynoso
  4. Approved Revisions to Graduate Student Parental Leave Policy

1. **ROI Presentation (Dr. Gregory Weeks).** Weeks noted that he will also be giving this presentation to the Board of Trustees. I was appointed by then Provost Lorden as our campus’ representative for the ROI project run by Deloitte. This is framed strictly in financial terms. We argued to include other benefits, but they were excluded. Furthermore, some financial terms are not counted, such as getting a job outside the State. There is a narrow scope here. The Final 100-page report and three main dashboards are now public. Student ROI = estimated lifetime earnings. The findings prove that UNC Charlotte is an excellent investment. $600,000 more than no college and $1,000,000 more than no advanced degree. All categories are positive, even economic mobility. Economic mobility is even better for Graduate programs. I’m not blind to the problems with the study, but what is clear to me is this is a great tool to market a degree from UNC Charlotte. Shows the value of a degree from our institution to those who question it.

**Q:** How do we do with student ROI?

**A:** Time to degree is a biggie. Helps both our funding model and ROI. If students graduate faster, therefore spend less money/debt to earning degree. Education is the highest State ROI, i.e. of the most value to the State, despite perhaps lower ROI for students (low teacher salaries in the education field).

Provost Troyer said we will send the portal to you all through Faculty President Newton and/or Faculty Governance Assistant Matt Wyse.

1. **Report of the President-Elect (Dr. Susan Harden).** Harden emphasized the team role in the development of students on our campus. Look at the overall ROI instead of focusing on specific programs.

**Q:** Any prudence in reviewing our CIP codes?

**A:** Provost Troyer – We have done this. We submitted a few changes and are waiting to hear back.

1. **Report of the President (Dr. Xiaoxia Newton).** Newton had the following report:

* Recommendations from the Student Evaluations of Teaching (SET) task force were presented to the FEC. The FEC is reaching out to Deans, Associate Deans, and Department Chairs. Once feedback is received, we will bring this to you.
* We are looking for a FC representative for the NinerNation Gives Committee. If interested, please contact me or Matt Wyse.
* Thanked faculty for forwarding issues to me.
* Thank you for your service on FC this semester.

The meeting adjourned at 2:01 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant