**Faculty Council**

**Minutes of March 30, 2023 Meeting**

**Voting Members Present**

**(Ex Officio)**: Susan Harden (President); Xiaoxia Newton (President-Elect); Debra Smith (Secretary); Carlos Cruz (FEC, COAA); Elizabeth Sullivan (FEC, COAA Faculty Chair); Erik Saule (FEC, CCI Faculty Chair); Ron Sass (FEC, COE); Trudy Moore-Harrison (FEC, CHHS Faculty Chair); Jacqueline Chattopadhyay (FEC, CLAS); Allison McCulloch (FEC, CLAS); Amanda Binder (FEC, Library); Sharon Gaber (Chancellor); Kevin Bailey (V.C. for Student Affairs); Antonis Stylianou (on behalf of COB Dean); Malcolm Butler (COED Dean); Ron Smelser (on behalf of COE Dean); Catrine Tudor-Locke (CHHS Dean); John Smail (CLAS Dean); Anne Cooper Moore (Library Dean)

**(Unit Representatives)**: Veronica Robinson (AFRS); David Verrill (APHC); Thomas Forget (SOA); Lisa Homann (ARTS); Rob Reid (BINF); Richard Chi (BIOL); Ram Kumar (BISOM); Christopher Bejger (CHEM); Melody Dixon (COMM); Phyllis Post (CSLG); Sam Dewitt (CJUS); Kaustavi Sarkar (DANC); Krista Saral (ECON); Kyle Cox (EDLD); Ron Sass (ECE); Janaka Lewis (ENGL); Dolly King (FINN); Craig Allan (GYES); Joyce Dalsheim (GLBL); Peter Ferdinando (HIST); Jose Batista (LACS); Joseph Nicholson (LIB); Karen Ford-Eickhoff (MGMT); Oleg Safranov (MATH); Kamia Smith (MEES); Adam Myers (MDSK); Fred Spano (MUSC); Willie Mae Abel (SON); Matthew Fraiser (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Eric Heberlig (POLS); George Demakis (PSYC); Lauren Wallace (PHS); Barbara Thiede (RELS); Jackie Garcia (SOWK); Phil Rutledge (SOCY); Jinpeng Wei (SIS); Gloria Campbell-Whatley (SPCD); Suzanne Thomas (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Dongsong Zhang (FEC, COB); Rob Roy McGregor (FEC, COB Faculty Chair); Cynthia Gibas (FEC, CCI); Dawson Hancock (FEC, COED); Heather Coffey (FEC, COED Faculty Chair); Aidan Browne (FEC, COE Faculty Chair); Judy Cornelius (FEC, CHHS); Alan Rauch (FEC, CLAS); Michael Walter (FEC, CLAS Faculty Chair); Randi Beem (FEC, Library Faculty President); Alicia Bertone (Provost); John Daniels (V.C. for Research); Brook Muller (COAA Dean); Bojan Cukic (CCI Dean); Pinku Mukherjee (Graduate School Dean); Malin Pereira (Honors College Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Paul Tanyi (ACCT); Jacob Morton (AERO); Catherine Fuentes (ANTH); Wei Fan (CEGR); Zachary Wartell (CS); Monica Johar (DTSC); Jake Smithwick (ETCM); Ming Chen (MKTG); Anthony Hester (MSCI); Madelyn Colonnese (REEL); SEEM Representative (SEEM); Laura Waringer (THEA)

**Guests Present (Not Voting)**

Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Alicia Bartosch (Bursar’s Office); Claire Kirby (Enrollment Management); Shen-En Chen (FITSAC); Jesh Humphrey (Legal Affairs); Greg Weeks (College of Liberal Arts & Sciences); Janet Daniel (OASES); Asher Haines (School of Professional Studies); Isaac Fite (Office of the Registrar)

1. **Call to Order.** Faculty President Susan Harden called the meeting to order at 1:00 P.M.. She thanked President-Elect Xiaoxia Newton and Faculty Secretary Debra Smith and welcomed everyone.
2. **Consent Agenda.** Any removals for discussion? A motion was made to approve the consent agenda. The motion was seconded by Saule and motion carried unanimously.

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of February 9, 2023
  2. Approved Revisions to Course Numbering and Status Policy
  3. Approved Revisions to University Policy 409, Religious Accommodations for Students
  4. Approved Revisions to University Policy 204, Textbooks and Instructional Materials
  5. Endorsed Response of FITSAC to the SGA Resolution to Discourage the Use of Respondus
  6. Received February 10, 2023 Faculty Assembly Meeting Notes

1. **Change of Dates for Fall Break.** Harden shared the proposed change of dates for Fall Break on the screen. Change from October 16-17 to October 23-24. This proposed change has been reviewed by Academic Affairs, Registrar’s Office, and Faculty Executive Committee. A motion to approve was made and seconded by Allan. The proposed change of dates for Fall Break was approved.
2. **Resolution on the Rights and Duty of Faculty Members to Speak Freely and the Duty of the University to Protect Faculty Speech, Special Meeting to Discuss and Vote April 6 at 1:00 p.m.** Harden gave background on the Freedom of Expression and Constructive Dialogue (FECD) task force. This task force was formed by the Provost and is run by Dean Anne Moore. There is wide representation on this task force. Their website is [freeexpression.charlotte.edu](https://freeexpression.charlotte.edu/). UNC Charlotte received a grant from the Heterodox Academy to improve research and education by promoting the ideals of viewpoint diversity, open inquiry, and constructive dialogue. There will be a discussion on free expression in the Halton reading room today at 4:00 p.m. The FECD task force developed this resolution. Harden read the resolution aloud. There will be a Special Meeting of the Faculty Council next week to discuss and vote on this resolution, to be held at 1:00 on April 6th in Fretwell, room 100.

**Q:** Dalsheim said Harden was well prepared and represented us well at the Governor’s listening session.

**A:** Thank you.

**Q:** Is this a form of resistance to the legislation that came down?

**A:** You can make your own mind of why to support or not this resolution. I’m proud we stand up for free speech.

**Q:** Verrill asked if we can speak on political issues?

**A:** We can. We cannot compel speech. This resolution helps remind people what we can do.

**Q:** Saule asked how best to collect feedback from colleagues?

**A:** Perhaps a Google Doc. You can send to me in advance or at the meeting.

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

* The Legislature has asked the Board of Governors information related to hiring and admissions. We are required to submit list of DEI trainings to the Legislature. There is a lot of conversations around this. They want to know the costs, whether they are optional, and what the attendance numbers are. They are just asking questions at this point. We will continue to do the good work that we are doing. Note that we cannot mandate training related to DEI.
* Niner Nation Gives just wrapped. $3,022,000 given at last check of mine.
* SACSCOC visit went well. We received zero recommendations! This is very positive. Thank you to everyone who played a role. I sent a text to former Provost Joan Lorden regarding this.
* Performance bonus policy is being brought to the 4/27 Board of Trustees meeting. This is to provide performance bonus for fulltime EHRA staff and faculty. It is meant for extraordinary performance. This is the beginning of the UNC System letting us do more and have more flexibility with salary. Please note that annual reviews have to be done. They need to be done by May 1 to be eligible. We are getting this notice out to everyone.

**Q:** Harden said this is great news about performance bonuses. What are we hearing about State raises?

**A:** The Governor and the House have put out their budgets. Next is the Senate. Then they’ll bring them together. Note that we talk about this every time we see them. We hope to know more by Easter. We’ll have the ability to do the performance bonuses each year.

1. **Report of the President-Elect (Dr. Xiaoxia Newton).** Newton talked about the progress of the Joint Working Group on Equity. The goals are to improve student course evaluations and create synergy between experiences and learning. Newton thanked the working groups members and specifically Lisa Walker and Leslie Zenk that have volunteered to continue some of the group’s work this summer.

**Q:** Smail asked if there is a time table?

**A:** We are looking at over 900 questions in the question bank. This task will go beyond this academic year.

**Q:** Smail said having new questions available for Spring 2024 might be optimal as some assess by calendar year.

**A:** Thanks for the suggestion.

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

* The nomination period for Faculty Governance faculty-wide (at-large) positions is open for a few more days. Harden shared the call for nominations on the screen and read the list of open positions. She noted the stipend for the Faculty Secretary position has been increased.
* Even though Niner Nation Gives may have ended (in this time zone), please consider giving. Please consider giving to the Faculty Legacy Scholarship fund. Please consider a participation gift.
* The strategic plan is important. We have such a strong commitment to DEI. It says we will lead in DEI, “lead”. We are not going to step away from this commitment/promise. We can go through tough times and figure it out. We can do hard things and reach our goals. I want us to have conversations, therefore, we are proposing the creation of an Ad Hoc committee to monitor DEI policy changes. 90% of the comments I received were in opposition to the compelled speech legislation. We forwarded the feedback. The legislation was approved unanimously without discussion. We are super smart and we innovate. We should respond with courage. We cannot reach our goals if we come from a place of fear. We cannot lead with fear. When we see our leaders being brave we need to show them we have their backs and thank them. I propose the creation of an Ad Hoc committee of the Faculty to research and monitor changes in DEI policies and investigate how those changes are impacting our campuses. I am taking this proposal first to the Faculty Executive Committee (FEC). If FEC approves, then it will come to the Faculty Council. If approved by the Faculty Council, Debra Smith has volunteered to lead this committee. This is not unusual, other institutions have faculty committees on DEI. Harden shared what the proposed charge would be for this Ad Hoc committee.

Dalsheim suggests adding “make recommendations” to the charge of the ad hoc committee. Cruz said he sees this as a moment to be very strategic. We need to acknowledge this work is important and must happen. Must be a welcoming campus. Smith stated that she looks forward to people joining me this committee. How is this policy change being applied across the System? This is a question we will want to know.

**Q:** I’m worried the direction of this compelled speech legislation would make us not attractive to the best recruits.

**Q:** The worry is not just for this campus, but for the whole State. An academic brain drain in the State will have a negative financial impact. Loss of intellectual capital is a great concern.

**A:** I’m with you.

**Q:** How do we quantify all of this. Some withdrawing their applications over this issue, but we may not know about it.

**Q:** Are their resources on exactly what the interpretation of this policy means.

**A:** Yes, Jesh Humphrey and Rich Leeman developed guidelines and sent to the Department Chairs.

Harden added that maybe we can make this more public. Put all this helpful information in one place. Smail said a framework or FAQ’s to help faculty and administration with their questions on recruitment and hiring is important.

**Other business?** Sullivan asked a question about the religious accommodations policy. Is this two days on top of what a professor allows in their class? Humphrey answered “yes”. If the student specifies a religious reason, then they get at least two days, even if they have used the allotted two days the professor allows.

Harden reminded the Faculty Council of the next two meeting are April 6 (Special meeting of the Faculty Council) and April 27 (last meeting of the Faculty Council for the academic year). The meeting adjourned at 2:11 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 |  |
| President-Elect | Xiaoxia Newton | **X** | n/a |  |
| Secretary | Debra Smith | **X** | n/a |  |
| Arts + Architecture | Carlos Cruz | **X** | *vacant* |  |
| Arts + Architecture, Faculty Chair | Elizabeth Sullivan | **X** | *designee* |  |
| Business | Dongsong Zhang |  | Xiuli He |  |
| Business, Faculty Chair | Rob Roy McGregor |  | *designee* |  |
| Computing & Informatics | Cynthia Gibas |  | Mohamed Shehab |  |
| Computing & Informatics, Faculty Chair | Erik Saule | **X** | Gabriel Terejanu |  |
| Education | Dawson Hancock |  | Greg Wiggan |  |
| Education, Faculty Chair | Heather Coffey |  | *designee* |  |
| Engineering | Sukumar Kamalasadan |  | Ron Sass | **X** |
| Engineering, Faculty Chair | Aidan Browne |  | *designee* |  |
| Health & Human Services | Judy Cornelius |  | Susan McCarter |  |
| Health & Human Services, Faculty Chair | Trudy Moore-Harrison | **X** | Susan McCarter |  |
| Liberal Arts & Sciences | Allison McCulloch | **X** | Jan Rieman |  |
| Liberal Arts & Sciences | J. Chattopadhyay | **X** | Loc Nguyen |  |
| Liberal Arts & Sciences | Alan Rauch |  | Joanna Krueger |  |
| Liberal Arts & Sciences, Faculty Chair | Michael Walter |  | *designee* |  |
| Library | Amanda Binder | **X** | Tyler Cline |  |
| Library, Faculty President | Randi Beem |  | Angel Truesdale |  |
| **Chancellors and Deans (ex-officio)** |  |  |  |  |
| Chancellor | Sharon Gaber | **X** |  |  |
| Provost and Vice Chancellor for AA | Alicia Bertone |  |  |  |
| Vice Chancellor for Research | John Daniels |  |  |  |
| Vice Chancellor for Student Affairs | Kevin Bailey | **X** |  |  |
| Dean, College of Arts + Architecture | Brook Muller |  |  |  |
| Dean, College of Business | Jennifer Troyer |  | Antonis Stylianou | **X** |
| Dean, College of Computing & Informatics | Bojan Cukic |  |  |  |
| Dean, College of Education | Malcolm Butler | **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 | John Smail | **X** |  |  |
| Dean, Graduate School | Pinku Mukherjee |  |  |  |
| Dean, Honors College | Malin Pereira |  |  |  |
| Dean, Library | Anne Moore | **X** |  |  |
| Dean, University College | Lisa Slattery Walker |  |  |  |
| **Academic Unit Representatives** | | | | |
| Accountancy | Paul Tanyi |  | *vacant* |  |
| Aerospace Studies | Maj. Jacob Morton |  | Capt. Chloe Donoho |  |
| Africana Studies | Veronica Robinson | **X** | Crystal Eddins |  |
| Anthropology | Catherine Fuentes |  | Jon Marks |  |
| Applied Physiology, Health & Clinical Sci | Kim Clark |  | David Verrill | **X** |
| Architecture | Thomas Forget | **X** | Betsy West |  |
| Art & Art History | Lisa Homann | **X** | Heather Freeman |  |
| Bioinformatics & Genomics | Rob Reid | **X** | Alex Dornburg |  |
| Biological Sciences | Richard Chi | **X** | Andrew Truman |  |
| Business Info. Systems & Oper. Mgmt. | Ram Kumar | **X** | Kexin Zhao |  |
| Chemistry | Christopher Bejger | **X** | Jerry Troutman |  |
| Civil & Environmental Engineering | Wei Fan |  | *vacant* |  |
| Communication Studies | Craig Paddock |  | Melody Dixon | **X** |
| Computer Science | Zachary Wartell |  | Mohsen Dorodchi |  |
| Counseling | Phyllis Post | **X** | Jack Culbreth |  |
| Criminal Justice + Criminology | Sam Dewitt | **X** | Bruce Arrigo |  |
| Dance | E.E. Balcos |  | Kaustavi Sarkar | **X** |
| Data Science | Monica Johar |  | George Shaw |  |
| Economics | Krista Saral | **X** | Paul Gaggl |  |
| Educational Leadership | Stella Kim |  | Kyle Cox | **X** |
| Electrical & Computer Engineering | Ron Sass | **X** | *vacant* |  |
| Engineering Tech. & Construction Mgmt. | Jack Smithwick |  | *vacant* |  |
| English | Liz Miller |  | Janaka Lewis | **X** |
| Finance | Dolly King | **X** | Kiplan Womack |  |
| Geography & Earth Sciences | Craig Allan | **X** | David Vinson |  |
| Global Studies | Joyce Dalsheim | **X** | John Cox |  |
| History | Peter Ferdinando | **X** | Jurgen Buchenau |  |
| Languages & Culture Studies | Jose Batista | **X** | Michael Doyle |  |
| Library | Joseph Nicholson | **X** | Christin Lampkowski |  |
| Management | Karen Ford-Eickhoff | **X** | Torsten Pieper |  |
| Marketing | Ming Chen |  | Nima Jalali |  |
| Mathematics & Statistics | Oleg Safranov | **X** | Will Brian |  |
| Mechanical Engineering & Engr. Sci. | Kamia Smith | **X** | Qiuming Wei |  |
| Middle, Secondary & K-12 Education | Adam Myers | **X** | Warren DiBiase |  |
| Military Science | Capt. Anthony Hester |  | Capt. Hayden Hoffman |  |
| Music | Jeremy Marks |  | Fred Spano | **X** |
| Nursing | Willie Mae Abel | **X** | Tonya Anderson |  |
| Performing Arts Services | Matthew Fraiser | **X** | Rachel Watkins |  |
| Philosophy | Shannon Sullivan | **X** | Lisa Rasmussen |  |
| Physics & Optical Science | Menelaos Poutous | **X** | Vasily Astratov |  |
| Political Science & Public Admin. | Jason Giersch |  | Eric Heberlig | **X** |
| Psychology | Lori Van Wallendael |  | George Demakis | **X** |
| Public Health Sciences | Lauren Wallace | **X** | Lorenzo Hopper |  |
| Reading & Elementary Education | Tracy Rock |  | Maddie Colonnese |  |
| Religious Studies | Eric Hoenes |  | Barbara Thiede | **X** |
| Social Work | Jackie Garcia | **X** | Travis Hales |  |
| Sociology | Phil Rutledge | **X** | Elizabeth Stearns |  |
| Software & Information Systems | Jinpeng Wei | **X** | David Wilson |  |
| Special Education & Child Development | Gloria Campbell-Whatley | **X** | Chris O’Brien |  |
| Systems Engineering & Engr. Mgmt. | *vacant* |  | *vacant* |  |
| Theatre | Mark Pizzato |  | Laura Waringer |  |
| Writing, Rhetoric and Digital Studies | Suzanne Thomas | **X** | Mia Eaker |  |