

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 Kamalasan (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.

2. **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.

3. **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.

4. **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.
5. **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.

6. **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:

- a. Approved Minutes of the Faculty Council Meeting of March 31, 2022
- b. Approved Request to Award Posthumous Degree to Eivan Cuarteros
- c. Approved Motion to Award Degrees – Spring 2022
- d. Approved Revisions to Academic Appeal and Grievance Policy
- e. Approved Revisions to Academic Distinction Policy
- f. Approved Revisions to Graduate Continuous Registration Policy and Leave of Absence Policy
- g. Approved Request to Award Degree in Memoriam to Barbara Finney
- h. Approved Request to Award Degree in Memoriam to Stevie Sweeney

7. **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.

8. **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.
9. **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.
10. **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.
- (1) 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”.
 - (2) 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.
 - (3) We worked with the Provost on a survey which highlighted the need for support and approved tenure clock extensions.
 - (4) We continue to advocate for more support for research.
 - (5) 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.
 - (6) 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 position 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		<i>designee</i>	
Business	Dongsong Zhang		Xiuli He	
Business, Faculty Chair	Rob Roy McGregor		<i>designee</i>	
Computing & Informatics	Heather Lipford	X	Xi Niu	
Computing & Informatics, Faculty Chair	Mary Lou Maher		<i>designee</i>	
Education	Dawson Hancock	X	Greg Wiggan	
Education, Faculty Chair	Ian Binns	X	<i>designee</i>	
Engineering	Sukumar Kamalasan	X	<i>vacant</i>	
Engineering, Faculty Chair	Aidan Browne		<i>designee</i>	
Health & Human Services	Judy Cornelius	X	Susan McCarter	
Health & Human Services, Faculty Chair	Susan McCarter	X	<i>designee</i>	
Liberal Arts & Sciences	Anton Pujol	X	Lisa Rasmussen	
Liberal Arts & Sciences	Karen Flint	X	<i>vacant</i>	
Liberal Arts & Sciences	Alan Rauch	X	Joanna Krueger	
Liberal Arts & Sciences, Faculty Chair	Jan Rieman		<i>designee</i>	
Library	Katie Howell	X	Marc Bess	
Library, Faculty President	Natalie Ornat	X	<i>designee</i>	
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	<i>vacant</i>	
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	<i>vacant</i>	
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	<i>vacant</i>	
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	