

Faculty Council

Minutes of December 2, 2021 Meeting

Voting Members Present

(Ex Officio): Susan Harden (President); Joel Avrin (Past President); Debra Smith (Secretary); Aspen Hochhalter (FEC, COAA); Dongsong Zhang (FEC, COB); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Sukumar Kamalasadana (FEC, COE); Judy Cornelius (FEC, CHHS); Lisa Rasmussen (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Joan Lorden (Provost); Kevin Bailey (V.C. for Student Affairs); Antonis Stylianou (On behalf of COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Cooper Moore (Library Dean); Lisa Slattery Walker (On behalf of UCOL Dean)

(Unit Representatives): Hugelene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Jeff Murphy (ARTS); Alex Dornburg (BINF); Andrew Truman (BIOL); Kexin Zhao (BISOM); Christopher Bejger (CHEM); Wei Fan (CEGR); Craig Paddock (COMM); KR Subramanian (CS); Susan Furr (CSLG); Sam Dewitt (CJUS); George Shaw (DTSC); Krista Saral (ECON); Stella Kim (EDLD); Aba Ebong (ECE); Jake Smithwick (ETCM); Juan Meneses (ENGL); Kiplan Womack (FINN); Craig Allan (GYES); John Cox (GLBL); Jose Batista (LACS); Natalie Ornat (LIB); Karen Ford-Eickhoff (MGMT); Ming Chen (MKTG); Eliana Christou (MATH); Hilary Dack (MDSK); Jeremy Marks (MUSC); Kelly Powers (SON); Gordon Olson (PAS); Lisa Rasmussen (PHIL); Joanne Carman (POLS); Victoria Scott (PSYC); Lauren Wallace (PHS); Maddie Colonnese (REEL); Julia 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): Karen Flint (FEC, CLAS); Alan Rauch (FEC, CLAS); Rick Tankersley (V.C. for Research and Economic Dev.); Brook Muller (COAA Dean); Robert Keynton (COE Dean)

(Unit Representatives): Dustin Puett (AERO); Kim Jones (DANC); Peter Thorsheim (HIST); Jerry Dahlberg (MEES); Caitlin Moore (MSCI); Menelaos Poutous (PHYS)

Guests Present (Not Voting)

Jay Raja (Academic Affairs); Matthew Wyse (Academic Affairs); Yvette Huet (ADVANCE); Kim Bradley (Chancellor's Office); Garvey Pyke (CTL, Director); Heather McCullough (CTL); Glenda Mayo (COE, Faculty Chair); Susan Sell (CHHS); Greg Weeks (CLAS); Asher Haines (Continuing Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Malin Pereira (Honors College, Executive Director); Jesh Humphrey (Legal Affairs, Counsel); Janet Daniel (OASES); Beth Rugg (OneIT); Lyndie Forthofer (Public Health Sciences); Jon Reece (Registrar); Dick Beekman (Student Government Association); Kimberly Rodgers (Undergraduate Education)

1. **Call to Order.** Faculty President Susan Harden welcomed everyone to the third Faculty Council meeting of the academic year. She offered congratulations for making it to the end of the semester and thanked everyone for their hard work. Harden recognized and thanked the Officers of the Faculty Council: Joel Avrin, Past President, and Debra Smith, Faculty Secretary. She also thanked Matt Wyse, the Faculty Governance Assistant and web content manager of Facultygovernance.charlotte.edu.

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

- We have a budget! The budget includes a 2.5% raise in Fiscal Year 2022 and 2.5% raise in Fiscal Year 2023 for Faculty & Staff. There is a \$1,000 one-time bonus and an additional \$500 one-time bonus for those making less than a certain amount per year. \$10 million for faculty recruitment and retention fund and \$7 million for enrollment growth funding are among named things in the budget and \$45 million appropriated for infrastructure.
- We are proposing a 4% non-resident tuition increase for both undergraduate and graduate students. This still keeps our non-resident tuition on the lower end. This goes to the Board of Trustees first and then seeks Board of Governors approval.
- Let's talk about the COVID measures going into the Spring. We anticipate keeping the mask mandate into the Spring. If our campus and the county get below 5% transmission rate, then we will have discussions. We are following county mask requirements.
- All unvaccinated students and employees will have reentry testing requirements upon return from winter break.
- Ombuds search update: We have narrowed to three candidates and the reference checks are complete. Likely an announcement of the hire will happen in the next week or two.
- Provost search update: We will be conducting interviews in early February and hopefully by March a new Provost will be selected and announced.

Q: What percentage of UNC Charlotte is vaccinated?

A: 89%.

Q: What can faculty expect about your future budgeting process?

A: Ken Smith is our budgeting officer. I would like to have budgeting hearings, opportunities to hear from others.

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

- Reminder that reading day is reading day; you cannot schedule exams or tests on this day. You do not need to hold an exam on exam day, but you have to have class.
- Please get your grades in, so as to not make it difficult on the Registrar's Office and students.
- We have several hundred new students and many more transfer students for Spring. We will have approximately 400 additional new graduate students and we are seeing the return of international students.

- Update on actions at the Board of Governors: The B.S. in Professional Studies has been approved. We'll be admitting students in either the Summer or Fall. The Board of Governors also approved favorably the School of Nursing's Letter of Intent proposal for the DNP to PhD Bridge program. They have been approved to submit the request to establish for this Ph.D. program.
 - We have been graduating students. For 2021 completions, we are #2 in the UNC System in awarded baccalaureate degrees, #3 in STEM, #3 in Master's degrees, and #1 in computer science degrees. We awarded 102 doctoral degrees, our highest ever.
4. **Consent Agenda.** Harden asked if there is a request to remove any items from the Consent Agenda. Hearing none, Ford-Eickhoff moved to approve the Consent Agenda and Cornelius seconded the motion. The motion passed and the following items were approved:
- a. Approved Minutes of the Faculty Council Meeting of October 28, 2021
 - b. Received Minutes of the Faculty Assembly Meeting of October 15, 2021
 - c. Received Legislative Report of November 30, 2021
5. **Evidence and Research on Best Practices for Racial Equity and Pandemic RPT Guidance (Dr. Yvette Huet).** Huet gave a presentation called "Best Practices in Review: Racial Equity and Response to Pandemic Effects". This is based on the work of the Faculty Equity Audit Working Group. The pandemic has changed faculty workloads, raised stress levels, and compounded inequities. One particular area of concern for faculty has been faculty reviews. The faculty have had to pivot. Student care activities have increased. Policies have been announced/revised to mitigate the anticipated loss of productivity, but do not address equity issues. Tenure clock extensions decrease long-term earning potential. What can we do? We can contextualize data. Balance the use of quantitative metrics with qualitative inputs, like the personal statement that provides information in impact and accomplishment relative to opportunity. We can diversify standards. As UNC Charlotte has grown and changed we should select standards gathered from a wider set of sources and based on a more holistic set of values that take into account changes in academe and disciplines. We can balance quantitative and qualitative measures. We need to look at our current policies and procedures at the unit level. How do we train faculty to review others' dossiers? Do we understand what open access is? Predatory journals vs. non-predatory journals? What do we bring to the community? How do we weigh teaching, student evaluations, etc.? How do we make the invisible visible? These questions and more lead to the recommended best practices in this presentation. We want to promote equity as we review for excellence. Our faculty are worried. How do we operationalize knowing that things have changed? We are hoping to bring to you, come March, a way to capture service.

Q: Wilson asked if we as an institution believe these are important, why target only the unit level. Why not a centralized guidance from a policies and procedures handbook, so it won't be operationalized very differently by the units?

A: Academic Affairs has a policy that is pretty broad, on purpose. This permits the policy to work for the different Colleges. Units have to be in alignment with their College policies that have to be in alignment with Academic Affairs policy.

Harden asked the Faculty Council members to please share this presentation with your colleagues. We are looking for guidance and feedback; we are not wanting to dictate anything.

6. **Report of the Past President (Dr. Joel Avrin).** Avrin noted that the news on the budget development means that faculty governance can be involved again in the budget process. Faculty members of the Faculty Academic Planning and Budget Committee (FAPBC) are able to sit in budget planning process meetings. Faculty compensation became a big problem around 2010. Republicans have a dimmer view of publicly supported higher education, because of that faculty may have an adversarial relationship with the NC Assembly. This may exasperate the problem. We can do more to work with administration to better represent ourselves and the good work we do.

7. **Report of the President (Dr. Susan Harden).** Harden asked the Faculty Council members to complete the virtual ballot to approve or reject the amending the *Constitution of the Faculty* to expand FEC membership. Harden mentioned her appreciation to the Chancellor and Provost who have made themselves available for the Faculty Compensation Town Hall on December 9 at 4:00pm via Zoom. This is your opportunity to be heard. Harden also noted that you will soon see a Faculty Return to Campus Survey. Please complete this survey. This can help us make better policies going forward.

The meeting adjourned at 2:16 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	
Business	Dongsong Zhang	X	Xiuli He	
Computing & Informatics	Heather Lipford	X	Xi Niu	
Education	Dawson Hancock	X	Greg Wiggan	
Engineering	Sukumar Kamalasan	X	<i>vacant</i>	
Health & Human Services	Judy Cornelius	X	Susan McCarter	
Liberal Arts & Sciences	Anton Pujol		Lisa Rasmussen	X
Liberal Arts & Sciences	Karen Flint		<i>vacant</i>	
Liberal Arts & Sciences	Alan Rauch		Joanna Krueger	
Library	Katie Howell	X	Marc Bess	
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			
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	Fatma Mili	X		
Dean, College of Education	Teresa Petty	X		
Dean, College of Engineering	Robert Keynton			
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		Lisa Slattery Walker	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	X	Rich White	
Biological Sciences	Richard Chi		Andrew Truman	X
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	X	Melody Dixon	
Computer Science	KR Subramanian	X	Mohsen Dorodchi	
Counseling	Susan Furr	X	Lyndon Abrams	
Criminal Justice + Criminology	Sam Dewitt	X	Bruce Arrigo	
Dance	Kim Jones		Kaustavi Sarkar	
Data Science	Wlodek Zadronzny		George Shaw	X
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		Kiplan Womack	X
Geography & Earth Sciences	Craig Allan	X	David Vinson	
Global Studies	Joyce Dalsheim		John Cox	X
History	Peter Thorsheim		<i>vacant</i>	
Languages & Culture Studies	Jose Batista	X	Michael Doyle	
Library	Jeff McAdams		Natalie Ornat	X
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		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	X	Shannon Sullivan	
Physics & Optical Science	Menelaos Poutous		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	X	Amy Good	
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	