**Faculty Council**

**Minutes of October 26, 2023 Meeting**

**Voting Members Present**

**(Ex Officio)**: Xiaoxia Newton (President); Susan Harden (President-Elect); Debra Smith (Secretary); Carlos Cruz (FEC, COAA); Dongsong Zhang (FEC, COB); Jack Cathey (FEC, COB Faculty Chair); Mohamed Shehab (FEC, CCI); Gabriel Terejanu (FEC, CCI Faculty Chair); 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); Angel Truesdale (FEC, Library Faculty President); Sharon Gaber (Chancellor); Jennifer Troyer (Provost); Deb Thomas (on behalf of V.C. for Research); Dolly King (COB Dean); Bill Tolone (on behalf of CCI Dean); Robert Keynton (COE Dean); Shanti Kulkarni (on behalf of CHHS Dean); Greg Weeks (on behalf of CHESS Dean); Bernadette Donovan-Merkert (COS Dean); Pinku Mukherjee (Graduate School Dean); Malin Pereira (Honors College Dean); Anne Moore (Library Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Michelle Lucas (AERO); Veronica Robinson (AFRS); David Thaddeus (SOA); J.B. Burke (ARTS); Richard Chi (BIOL); Ram Kumar (BISOM); Michael Walter (CHEM); Wei Fan (CEGR); Richard Leeman (COMM); Taghi Mostafavi (CS); Jack Culbreth (CSLG); John Stogner (CJUS); Ann Dils (DANC); Robert Fox (DTSC); Krista Saral (ECON); Sukumar Kamalasadan (ECE); Allison Hutchcraft (ENGL); Weidong Tian (FINN); Gang Chen (GYES); Joyce Dalsheim (GLBL); Karen Flint (HIST); Susanne Gomoluch (LACS); Liz Siler (LIB); Karen Ford-Eickhoff (MGMT); Oleg Safranov (MATH); Mira Frisch (MUSC); Willie Mae Abel (SON); Rachel Watkins (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Fred Batista Pereira (POLS); Lori Van Wallendael (PSYC); Deborah Beete (PHS); Eric Hoenes (RELS); Bill Chu (SIS); Chris O’Brien (SPCD); Robin Witt (THEA); Cat Mahaffey (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Eric Millard (FEC, COAA Faculty Chair); Dawson Hancock (FEC, COED); Erik Byker (FEC, COED Faculty Chair); Tricia Turner (FEC, CHHS); Allison McCulloch (FEC, CLAS); Jan Rieman (FEC, CLAS); Kevin Bailey (V.C. for Student Affairs); Jose Gamez (COAA Dean); Malcolm Butler (COED Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Catherine Fuentes (ANTH); Mike Turner (APHC); Denis Jacob Machado (BINF); Kyle Cox (EDLD); Don Chen (ETCM); Ertunga Ozelkan (ISE); Ming Chen (MKTG); Stuart Smith (MEES); Adam Myers (MDSK); Joseph Frederick (MSCI); Madelyn Colonnese (REEL); Jackie Garcia (SOWK); Yang Cao (SOCY)

**Guests Present (Not Voting)**

Holly Durham (Academic Affairs); Lee Gray (Academic Affairs); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Tehia Glass (College of Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Cindy Gilson (Honors Council); LaTonya Rafe (Nursing); Janet Daniel (OASES); Asher Haines (School of Professional Studies); Rasheda Sykes (UCAE)

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:

* Announced the permanent appointments of Provost – Jennifer Troyer, Vice Chancellor for Research – John Daniels, and Associate Vice Chancellor for Research – Deb Thomas.
* The Board of Governors made changes to the Workload Policy. The campuses now have to revise their campus policies to comply. Expect our campus to have a revised and approved Workload Policy by March.
* The Board of Governors also did appropriations for Faculty Retention and Recruitment Fund.
* UNC Greensboro has had declining enrollment and are looking at budget cuts. We are not in that situation. The UNC System has a standard process of looking at programs and UNC Greensboro is in this process.

No questions asked.

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

* Dean Searches –
  + COAA Dean: Applications being received. On campus interviews in Spring.
  + CHESS Dean: Applications soon.
  + UCOL Dean: Applications due November 16. Internal search only.
  + Interim Dean of Library: The goal is to have in place for Fall 2024.
* With regards to the new Workload Policy, faculty workload on our campus will not necessarily change. We just have to explain the workload procedures of our campus.
* We continue to have enrollment growth. We are in a totally different situation than UNC Greensboro.

No questions asked.

1. **Vision for Human Resources (Deidra Harris-Lumpkins, Associate Vice Chancellor for Business Affairs).** Harris-Lumpkins shared about her background and self. Previously worked at Davidson College. Harris-Lumpkins announced that our new Director of Talent Acquisition and Compliance is Alex Flippins. Harris-Lumpkins provided a presentation; topics included:

* Workforce trends
  + The great resignation
* Human Resources Assessment
  + We engaged Segal to do a comprehensive assessment of our department to ensure we can rise to the challenges.
  + Findings: Some good news and some opportunities. We had 50% turnover during the great resignation. We have a lot of newer employees of less than 2 years.
  + Opportunities: We need to respond faster to potential new hires.
* Preparing for the future: Leadership undertook DISC training and other leadership trainings (Delegation, EQ, Manager vs Leader).
* Best Practice Service Model
  + We are trying to adopt the Best Practice Service Model
  + Shows where we are currently at
* Student Employment Hiring Improvements
  + Streamlining
  + We will have all students at at least $10 minimum wage by mid-November paychecks
* On the horizon
  + 4% increase will be in 10/31 paychecks
  + Nursing salary adjustments
  + We want your feedback with the ModernThink Engagement Survey
  + We are working on realigning EHRA classification structure and salary ranges

**Q:** Will we be allowed to raise student pay?

**A:** Yes, but there is an upper limit. We are looking at equity issues. There is a recommended range and Teresa Shook and Allison will be happy to work with you.

[The order of agenda items #5 and #6 was changed.]

1. **Higher Education Enrollment Forecast (Claire Kirby, Associate Provost for Enrollment Management).** Kirby’s presentation had the following topics:

* Higher education enrollment landscape
  + Projected change in high school graduates in U.S.
  + Projected change in high school graduates in North Carolina
  + There is also a “demand cliff”
  + Students are applying to more schools and doing more campus visits.
  + There is also a trend of test-optional admissions processes
* Pinku Mukherjee, Dean of the Graduate School, provided an update on Graduate enrollment
  + Graduate enrollment is 3rd highest in the UNC System
  + A good trend of increasing enrollment
  + 21% of our enrollment are graduate students
  + The fastest growing occupations in North Carolina are requiring an advanced degree: nurse practitioners, statisticians, epidemiologists, economists, physician assistants.
* Kirby shared key enrollment strategies in developing
  + New enrollment: financial aid leveraging, out-of-state and international, transfer, distance education / online, enrollment marketing
  + Retention: advising, transition support, course scheduling, peer engagement, student employment and financial literacy
  + Graduate: high demand programs, teacher licensure

**Q:** What does transition support look like?

**A:** Some technology related and some process related.

1. **Funding Model (Ken Smith, Chief Budget Officer).** Smith showed the previous model and the new model. The new model has changes to enrollment and performance metrics. Performance metrics are based on “stretch goals” determined by the System. The performance metrics are:

* Four-year graduation rate
* Undergraduate degree efficiency
* Average debt at graduation
* Education and related expenses per degree (productivity)
* Institutional choice (UNC Charlotte chose Four-Year Graduation Rate: Hispanic)

Smith showed the performance-weighting calculation steps and a real-world funding example, UNC Charlotte 2023-2024 Performance. Since the rating scale goes from -3% to 3%, UNC Charlotte having a 2.11% is a good rating.

**Q:** Harden noted that we might need to have a summit on our funding goals.

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

All of the following consent agenda items were approved:

* 1. Approved Minutes of the Faculty Council Meeting of September 28, 2023
  2. Approved revision to UNC Charlotte Academic Policy: Honors Programs
  3. Approved new requirement for thesis and dissertation students
  4. Received the 2023-24 Operating Budget Allocations

1. **Appointment of a faculty member to Popp Martin Student Union Advisory Board.** No nominations were initially made. Carlos Cruz Casas then volunteered.
2. **Report of the President-Elect (Dr. Susan Harden).** Harden mentioned there will need to be changes to the structure of Faculty Council and its Standing Committees due to the two new colleges. We will be working with you on this before elections in the Spring.
3. **Report of the President (Dr. Xiaoxia Newton).** Newton mentioned the upcoming Faculty Welfare Town Halls. The town halls will be an opportunity to discuss challenges and make suggestions for improving faculty morale and welfare. Newton also mentioned CHESS service leadership engagement pilot. Contact CHESS Faculty Co-Chairs Dan Boisvert and Amy Canevello.

The meeting adjourned at 2:14 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant