

Faculty Council

Minutes of January 28, 2021 Meeting

Voting Members Present

(Ex Officio): Joel Avrin (President); Susan Harden (President-Elect); Debra Smith (Secretary); Chris Jarrett (FEC, COAA); Dongsong Zhang (FEC, COB); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Jay Wu (FEC, COE); Susan McCarter (FEC, CHHS); Anton Pujol (FEC, CLAS); Beth Whitaker (FEC, CLAS); James Tabor (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Rick Tankersley (Vice Chancellor for Research and Economic Development); Kevin Bailey (Vice Chancellor for Student Affairs); Antonis Stylianou (On Behalf of COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Interim Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Johnna Watson (On Behalf of Graduate School Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

(Unit Representatives): Catherine Fuentes (ANTH); Thomas Forget (SOA); Jeff Murphy (ARTS); Robert Reid (BINF); Melanie Harris (BIOL); Kexin Zhao (BISOM); Michael Walter (CHEM); Melody Dixon (COMM); Wenwen Dou (CS); Jack Culbreth (CSLG); Sam Dewitt (CJUS); Doug Hague (DTSC); Krista Saral (ECON); Ayesha Sadaf (EDLD); Jake Smithwick (ETCM); Juan Meneses (ENGL); Yilei Zhang (FINN); Craig Allan (GYES); Joyce Dalsheim (GLBS); Ella Fratantouno (HIST); David Verrill (KNES); David Boyd (LACS); Catherine Tingelstad (LIB); Karen Ford-Eickhoff (MGMT); Charles Bodkin (MKTG); Jerry Dahlberg (MEES); Warren DiBiase (MDSK); Caitlin Moore (MSCI); Fred Spano (MUSC); Florence Okoro (SON); Rick Moll (PAS); Lisa Rasmussen (PHIL); Menelaos Poutous (PHYS); Ben Radford (POLS); Andrew Case (PSYC); Lauren Wallace (PHS); Tracy Rock (REEL); John Reeves (RELS); Phil Rutledge (SOCY); Rob Pennington (SPED); Ertunga Ozelkan (SEEM); Carlos Cruz (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): Brook Muller (COAA Dean)

(Unit Representatives): Paul Tanyi (ACCT); Dustin Puett (AERO); Oscar de la Torre (AFRS); Brett Tempest (CEGR); Delia Neil (DANC); Yong Zhang (ECE); Shaoyu Li (MATH); Travis Hales (SOWK); Sunshine Niu (SIS)

Also Present (but Not Voting)

Megan Bird (Student); Cathy Blat (College of Engineering); Jody Cebina (Distance Education); Janet Daniel (OASES); Katherine Hall-Hertel (Graduate School); Aimee Hawkins (Academic Affairs); Yvette Huet (ADVANCE); Malin Pereira (Executive Director, Honors College); Garvey Pyke (CTL); Jay Raja (Academic Affairs); Jon Reece (Registrar); Beth Rugg (OneIT); Tahlieah Sampson (Student Body President); Susan Sell (CHHS); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs)

(Attendance chart attached)

The meeting began at 1:00 P.M.

1. **Minutes of the Previous Meeting of the Faculty Council.** Harden moved to approve the minutes. Ford-Eickhoff seconded the motion. The minutes for the December 3, 2020 meeting were approved unanimously.

2. **Request to Award Degree in Memoriam to Travis Christian.** McCarter moved to approve. Ford-Eickhoff seconded the motion. The request to award a degree in memoriam to Travis Christian was approved unanimously.

3. **Report of the Chancellor.** Dr. Sharon Gaber gave the following report:
 - Decisions made about Spring break were made with concern about maintaining an effective teaching and learning environment. We do not want to pivot between face-to-face and online instruction multiple times. Student government made clear the importance to students of having a Spring break. The early placement of Spring break is not ideal, as early February is not considered spring, but its timing is designed to decrease the likelihood of having to pivot instructional methods back and forth.
 - We are still looking at what commencement will look like. We are exploring all paths.
 - This year will be the second observance of the April 30th shooting. No classes are scheduled on that day. Other activities will be announced. It will be an online observation.
 - With regards to vaccinations, all faculty and staff are in Phase 3 of the State's vaccination distribution plan. This is an evolving conversation. I encourage you to get the vaccinations when you can, when it's your phase. The University is applying to be a vaccination site.
 - Budget update: We have spent a fair amount of money on COVID. The losses and expenditures are not offset by funds received in the CARES Act and HEERF. We should be fiscally cautious as we work through this.
 - Strategic Plan: We are continuing to work on the strategic plan. The goal is to have the draft to the Board in April. There are groups who love online classes and groups with the opposite feelings towards online education. We have to think how to meet the multiplicity of needs. What does our new normal look like going forward? This is what we are thinking about and what needs to be reflected in the strategic plan.

The Chancellor fielded questions.

Q: When can faculty expect a raise?

A: The UNC System said individual campuses should not be making requests, as they are working on addressing matters for the entire system. We are making the point that we have not received raises and that raises for faculty is important.

Q: (Harden) Can we do things locally to enhance faculty salaries?

A: If we have money, but I do not think we will.

Q: (Ford-Eickhoff) Glad to hear an openness to utilizing an online format in some form in the future. A lot of students have liked the format and I do not think it should disappear entirely after the pandemic is over.

A: The University and OneIT have invested in it. It's one more modality in our arsenal.

Q: (Harden) What are we doing to enact recommendations to address racial disparities within the faculty?

A: Cheryl Waites Spellman, Interim Special Assistant to the Chancellor for Diversity and Inclusion, is working with others on a strategic diversity plan. Addressing racial disparities within the faculty will be part of the plan.

4. **Report of the Provost.** Provost Joan Lorden gave the following report:

- Spring semester – Enrollment is 28,217. This is lower than the Fall, but is a good thing, we graduated lots of students in the Fall. Despite all of the challenges, we are above our enrollment goal. 34% of our classes have some face-to-face instruction (22% traditional face-to-face and 12% hybrid). We have spent lots of time talking and surveying students. Freshmen have struggled without face-to-face. Coming to college is an adjustment in itself. It is challenging navigating their different courses and varying Canvas formats. Predictability in a Canvas course's layout can help. Such as having quizzes on the same day each week, etc. Students want to be able to see their grades as they go along. They also have expressed their fondness for Zoom breakout rooms. Many students have said recording classes is really important. And students recognize that faculty are also struggling. They are willing to cut the faculty slack when they sense the faculty are really trying.
- Fall semester – We do not have a crystal ball. We will be operating on the basis of assuming primarily face-to-face classes. It is easier to switch from planned face-to-face instruction to online, if needed, then vice versa. We can be optimistic about the rollout of vaccines. However, we cannot assume everyone will be vaccinated by Fall. In Fall, there will still be some students and some faculty that will need online delivery. Our strategy is to assume approximately 70% classroom capacity and the rest offered online.
- Library – The Library is moving about 70% of its books to storage. This creates a tremendous amount of space for socially distanced studying.
- Office of International Programs – OIP has developed a global network learning program with a lot of success. Students are interacting with students around the world.

Provost Lorden asked if there are any questions. None raised.

5. **Report of the President-Elect.** Dr. Susan Harden said she had no remarks at this time.

6. **Report of the President.** Dr. Joel Avrin told the story of how he got interested in faculty governance. He had coordinated his department's Ph.D. program. He wanted to preserve this program, but stories in the newspapers mentioned looming threats. He wanted to advocate for this

program and for the work of universities. Avrin wanted to present the good work of universities and talked about this at Faculty Assembly. Now they are developing on Chapel Hill PBS a day in the life of a professor around the UNC System. He is looking forward to them featuring more of you (colleagues of UNC Charlotte). Additionally, Avrin shared that there is a faculty/staff racial diversity group. This group contains Chance Lewis, Celeste Corpening, Debra Smith, Tahlieah Sampson, and more, and they are working with Cheryl Waites Spellman's office.

7. **Update on P/NC Grading Vote.** Avrin thanked everyone for voting. The vote was 43 to 3 in approval. Sometimes we have to move quickly and handle things before the next Faculty Council meeting. Thank you all for understanding and participating.

8. **Update on Impact Statement for Annual Reviews.** Avrin said at the last meeting in the Fall the Faculty Council gave the FEC the authority to set the details of this Impact Statement for Annual Reviews. What you see attached to the agenda is the final form. Thanks to you all and to the FEC for the work in shaping this.

Q: (Whitaker) What's the process? Has it gone out to deans and department chairs?

A: It has gone to the Deans. Provost Lorden added that it went to the Deans with a request to distribute to the departments.

9. **New Business.** Nothing raised.

Whitaker moved to adjourn. Dahlberg seconded the motion. The meeting adjourned at 1:57 P.M.

Minutes submitted 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	Joel Avrin	X	n/a	
President-Elect	Susan Harden	X	n/a	
Secretary	Debra Smith	X	n/a	
Arts + Architecture	Chris Jarrett	X	Aspen Hochhalter	
Business	Dongsong Zhang	X	Xiuli He	
Computing & Informatics	Heather Lipford	X	Xi Niu	
Education	Dawson Hancock	X	Greg Wiggan	
Engineering	Jay Wu	X	Sukumar Kamalasan	
Health & Human Services	Susan McCarter	X	Travis Hales	
Liberal Arts & Sciences	Anton Pujol	X	Lisa Rasmussen	
Liberal Arts & Sciences	Beth Whitaker	X	Dale Grote	
Liberal Arts & Sciences	James Tabor	X	<i>vacant</i>	
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	X		
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	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		Johnna Watson	X
Dean, Library	Anne Moore	X		
Dean, University College	John Smail	X		
Academic Unit Representatives				
Accountancy	Paul Tanyi		Hughlene Burton	
Aerospace Studies	Dustin Puett		Jacob Morton	
Africana Studies	Oscar de la Torre		Veronica Robinson	
Anthropology	Catherine Fuentes	X	Jon Marks	
Architecture	Thomas Forget	X	Mona Azarbayjani	
Art & Art History	Jeff Murphy	X	Bonnie Noble	
Bioinformatics & Genomics	Robert Reid	X	Wei Sha	
Biological Sciences	Melanie Harris	X	Matt Parrow	
Business Info. Systems & Oper. Mgmt.	Kexin Zhao	X	Ram Kumar	
Chemistry	Christopher Bejger		Michael Walter	X

Civil & Environmental Engineering	Brett Tempest		Srinivas Pulugurtha	
Communication Studies	Melody Dixon	X	Craig Paddock	
Computer Science	Wenwen Dou	X	Jing Yang	
Counseling	Jack Culbreth	X	Pamela Lassiter	
Criminal Justice + Criminology	Sam Dewitt	X	Bruce Arrigo	
Dance	Delia Neil		Kim Jones	
Data Science	Doug Hague	X		
Economics	Krista Saral	X	Paul Gaggl	
Educational Leadership	Ayesha Sadaf	X	Stella Kim	
Electrical & Computer Engineering	Yong Zhang		Aba Ebong	
Engineering Tech. & Construction Mgmt.	Jack Smithwick	X	Carlos Orozco	
English	Juan Meneses	X	Ron Lunsford	
Finance	Yilei Zhang	X	Ping Hu	
Geography & Earth Sciences	Craig Allan	X	Larianne Collins	
Global Studies	Joyce Dalsheim	X	John Cox	
History	Ella Fratantouno	X	Jurgen Buchenau	
Kinesiology	David Verrill	X	Sarah Hess	
Languages & Culture Studies	David Boyd	X	Noha Ghali	
Library	Catherine Tingelstad	X	Nikki Thomas	
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Charles Bodkin	X	Brian Whelan	
Mathematics & Statistics	Shaoyu Li		Qingning Zhou	
Mechanical Engineering & Engr. Sci.	Jerry Dahlberg	X	Brigid Mullany	
Middle, Secondary & K-12 Education	Warren DiBiase	X	Susan Harden	
Military Science	Caitlin Moore	X	Hayden Hoffman	
Music	Fred Spano	X	Dylan Savage	
Nursing	Florence Okoro	X	Teresa Gaston	
Performing Arts Services	Rick Moll	X	Beth Yoder	
Philosophy	Lisa Rasmussen	X	Shannon Sullivan	
Physics & Optical Science	Menelaos Poutous	X	Vasily Astratov	
Political Science & Public Admin.	Ben Radford	X	Tom Barth	
Psychology	Andrew Case	X	Alyssa McGonagle	
Public Health Sciences	Lauren Wallace	X	Crystal Piper	
Reading & Elementary Education	Tracy Rock	X	Amy Good	
Religious Studies	John Reeves	X	William Sherman	
Social Work	Travis Hales		Suzanne Boyd	
Sociology	Phil Rutledge	X	Webster Murray	
Software & Information Systems	Xi (Sunshine) Niu		Tonya Frevert	
Special Education & Child Development	Rob Pennington	X	Shawnee Wakeman	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan	X	Gary Teng	
Theatre	Carlos Cruz	X	Robin Witt	
Writing, Rhetoric and Digital Studies	Amy Colombo	X	Mia Eaker	