

Faculty Council

Minutes of February 25, 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); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Kevin Bailey (Vice Chancellor for Student Affairs); Jennifer Troyer (COB Dean); Fatma Mili (CCI Dean); Paul Fitchett (On Behalf of COED Interim Dean); Ron Smelser (On Behalf of COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (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); Christopher Bejger (CHEM); Melody Dixon (COMM); Wenwen Dou (CS); Jack Culbreth (CSLG); Sam Dewitt (CJUS); Krista Saral (ECON); Ayesha Sadaf (EDLD); Yong Zhang (ECE); Jake Smithwick (ETCM); Juan Meneses (ENGL); Yilei Zhang (FINN); Craig Allan (GYES); Ella Fratantouno (HIST); David Boyd (LACS); Catherine Tingelstad (LIB); Karen Ford-Eickhoff (MGMT); Shaoyu Li (MATH); 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): James Tabor (FEC, CLAS); Rick Tankersley (Vice Chancellor for Research and Economic Development); Brook Muller (COAA Dean)

(Unit Representatives): Paul Tanyi (ACCT); Dustin Puett (AERO); Oscar de la Torre (AFRS); Brett Tempest (CEGR); Delia Neil (DANC); Doug Hague (DTSC); Joyce Dalsheim (GLBS); David Verrill (KNES); Charles Bodkin (MKTG); Travis Hales (SOWK); Sunshine Niu (SIS)

Also Present (but Not Voting)

Cathy Blat (College of Engineering); Jody Cebina (Distance Education); Janet Daniel (OASES); Katherine Hall-Hertel (Graduate School); Aimee Hawkins (Academic Affairs); Jesh Humphrey (V.C. of Institutional Integrity and General Counsel); Sandy Krause (Graduate School); Kimberly Laney (Enrollment Management); Malin Pereira (Executive Director, Honors College); Garvey Pyke (CTL); Jay Raja (Academic Affairs); Jon Reece (Registrar); Beth Rugg (OneIT); Cheryl Spellman (University Leadership); 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.** Ford-Eickhoff moved to approve the minutes. McCarter seconded the motion. The minutes for the January 28, 2021 meeting were approved unanimously.

2. **Report of the Chancellor.** Dr. Sharon Gaber gave the following report:
 - I encourage everyone to get the vaccine, once available. Thinking ahead to Fall 2021, we are believing that we should all have access to the vaccine by Fall and 70-75% of all our students should have access by Fall. We have not been approved as a general vaccine administration site, but we are looking at partnering with local health systems to administer our faculty, staff, and students.
 - With the county event size rules, we are looking at possible outdoor graduation even in May. This would still be limited in a lot of ways.
 - Strategic Plan – we are asking for high-level goals and objectives. There will be metrics associated with them.
 - Rick Tankersley and the Research Office are working on R1 Commission. Please note that I want all of our disciplines to do outstanding things and continue to move our institution forward.
 - Beth Harden, Vice Chancellor of Business Affairs, is resigning. We will be doing a national search. We want to increase transparency with our budgeting functions and funding mechanisms.

Gaber opened the floor for questions. No questions were asked.

3. **Faculty DEI Training.** Dr. Cheryl Waites Spellman, Interim Special Assistant to the Chancellor for Diversity and Inclusion, gave a presentation on Faculty DEI training. In November 2020, the university created the Diversity, Equity & Inclusion (DEI) Council. The goals of the Council will be aligned with the Strategic Plan. We came up with some actionable goals, one of which is campus-wide training. This will be required training and will increase our awareness of DEI issues. DiversityEdu.com is an online diversity learning and management tool that we will be using and it is integrated with Canvas. Phase 1 will be faculty and staff beginning April 21, 2021. Phase 2 will be students in Fall 2021. The total run time of the training modules is 139 minutes. Spellman fielded questions.

Q: Avrin asked if the recommendations of the Racial Equity Task Force are on the website.

A: Yes, the Racial Equity Task Force recommendations are on the website.

Q: How does this tie into accountability?

A: We are looking at best practices for accountability. This is to be determined.

Q: Can training be completed over several sittings?

A: Yes.

4. **SP/UP Grading for Continuing Research Proposal.** Avrin mentioned that Katherine Hall-Hertel and Sandy Krause of the Graduate School are in attendance, in case there are questions. Harden moved to approve the proposal. Whitaker seconded the motion. The SP/UP Grading for Continuing Research Proposal was approved unanimously.

5. **Revisions to Commencement Faculty Attendance Policy.** Whitaker moved to approve the policy revisions. Dahlberg seconded the motion. The revisions to the Commencement Faculty Attendance Policy were approved unanimously.

6. **Honors Council Update.** Honors Council Chair Karen Ford-Eickhoff spoke about the activities of the Honors Council. One of the findings in the Honors College self-study last year was that the roles of the Honors Council and Honors faculty are not well understood by the campus in general. Ford-Eickhoff wanted to speak to the Faculty Council to help rectify this, so the Faculty Council, as representatives of the larger faculty, will be more aware of the Honors Council's activities. There are three main activities. (1) The Honors Council considers and makes judgements about a number of honors curriculum proposals, collaborating with program directors to make improvements. (2) The Honors Council also reviews and makes recommendations regarding faculty applications for appointment or renewal as Honors faculty. (3) The Honors Council evaluates the Executive Director of the Honors College, inviting input from the various stakeholders in this process. This year, the Honors Council has been making significant progress adopting and implementing several of the recommendations from the self-study completed last year. The following are some examples. We are working to align course numbers and acronyms across honors courses so information may be more readily and accurately gathered across programs. We are working to develop a campus-wide communications plan. And we are working on implementing diversity initiatives designed for inclusion as students from underrepresented groups continue to increase in honors.

Ford-Eickhoff invited Malin Pereira, Executive Director of the Honors College, to say some words about the Honors College. Pereira said the Honors College has faculty governance of honors programs. There are 30 different honors programs. Faculty governance is held in the hands of the faculty, not the administrators.

7. **Report of the Provost.** Dr. Joan Lorden gave the following report:
 - We are now past the February 22nd date, the date to resume some on campus classes and activities. This involved return to campus COVID testing. Thank you for your participation. We have a low infection rate and want to keep it that way. March 10th is when the State plans to make vaccine available to employees of universities. You will soon be able to make appointments with Novant, Atrium, etc.

- We have completed the early alerts. There was a 92% response rate. That is great. Thank you. I appreciate your participation. Direct communication from the faculty is what it takes to get students to act. Over three-quarters of students receiving these alerts take action. This gives advisors a complete picture to help them help students. This is made possible by a high rate of faculty participation in issuing alerts. 90% of students remember receiving alert, but only 70% knew what an early report was. We want to communicate to students what they mean; their purpose.
- We are thinking about the face-to-face schedule for Fall. The target is 70% of instruction as face-to-face. This may need to be adjusted as more information comes in. This is our best guess at this time.
- We are getting better at online instruction. We have heard from students on what works. Through surveys students have shared what classes were good and why they were good. More consistency in the way things are presented in Canvas was a major point. Breakout room opportunities and keeping the grade book current were other things students strongly preferred. We will try to work with faculty to implement these best practices.

Q: Harden mentioned a Chronicle article about research at Auburn regarding those more at exposure risk to COVID on campus. Have we done any study in this regard?

A: We have not yet, but we have done a tremendous job on classroom safety. Distancing, air flow, etc. Lower level courses are more likely to be face-to-face and more likely to be taught by non-tenure track faculty which are more likely to be women. Keeping classrooms safe has been our priority, but I believe this is a fair question.

8. **Call for Nominations for 2021-2022 Faculty Governance Positions.** Avrin handled this agenda item under his Report of the President (See agenda item #10).
9. **Report of the President-Elect.** Dr. Susan Harden said she has begun thinking about transition to President. We want to send Joel Avrin out with a great amount of appreciation. I want us all to think about a shared agenda for 2021-2023. I will be holding a strategic planning on May 13 from 1:00-3:00 P.M. Insight into early agenda:
 - Faculty compensation
 - Racial equity issues supported and fast tracked
 - Understanding the impact of the pandemic
 - Increase and elevate faculty voices
10. **Report of the President.** Dr Joel Avrin informed that the Call for Nominations for 2021-2022 Faculty Governance Positions is open. The call was shared on the screen (<https://facultygovernance.uncc.edu/call-nominations-2021-2022-faculty-governance-positions>). Avrin asked the Faculty Council members to please consider participating in faculty governance with one or more of these positions. This year has shown how important faculty governance is and what faculty governance can do. Gutierrez added that candidates for our national searches often ask how

active and involved our faculty are in faculty governance. She proudly gets to say that our faculty are actively involved.

11. **New Business.** None.

Whitaker moved to adjourn. The motion was seconded. The meeting adjourned at 2:01 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		<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			
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	X		
Dean, College of Education	Teresa Petty		Paul Fitchett	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	Nancy Gutierrez	X		
Dean, Graduate School	Tom Reynolds	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	X	Jerry Troutman	

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			
Economics	Krista Saral	X	Paul Gaggl	
Educational Leadership	Ayesha Sadaf	X	Stella Kim	
Electrical & Computer Engineering	Yong Zhang	X	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		John Cox	
History	Ella Fratantouno	X	Jurgen Buchenau	
Kinesiology	David Verrill		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		Brian Whelan	
Mathematics & Statistics	Shaoyu Li	X	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	