

# Standing Committee Reports

## Academic Year 2021-2022

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## I. Competitive Grants Committee (CGC)

### Competitive Grants Committee Report for Academic Year 2021-2022

The Faculty Competitive Grants Committee met on Thursday, August 26, 2021 to select two nominees to the National Endowment for the Humanities (NEH) Summer Stipend Program. We had six proposals from which to select two nominees. Heather Freeman from the Department of Art and Art History and Sonya Ramsey from the Department of History were selected to submit their proposals to the NEH.

Normally, the Competitive Grants Committee would have met in December to select two nominees to the Oak Ridge Associated Universities (ORAU) Ralph E. Powe Junior Faculty Enhancement Award Program, but interest in that program was down this year, probably due to pressures from the pandemic. Since the committee did not receive any proposal, there wasn't a need to hold a selection meeting.

As my term as the Chair of CGC ends at the end of the 2021-2022 academic year, I have reached out to Professor Yan (Biological Sciences) who is running for the Chair uncontested (2022-2024). We have set up a virtual meeting to talk about the transition at the end of Spring 2022 term.

## II. Faculty Academic Planning and Budget Committee (FAPBC)

### Annual Report 2021-2022

In the spring of 2022 the Faculty Academic Planning and Budget Committee worked on, discussed, and completed a draft proposal to address significant cases of faculty salary compression. The draft proposal was approved by the Faculty Executive Committee on April 14, 2022. Academic Affairs will work to ready the draft for formal refitting as a policy proposal for Faculty Council approval in Fall 2022. On May 3, 2022 the committee met to discuss and make recommendations regarding the Provost's annual review.

### III. Faculty Academic Policy and Standards Committee (FAPSC)

#### Annual Report 2021-2022

The Faculty Academic Policy and Standards Committee was asked to review the following policies during the 2021-2022 academic year:

1. Adding a syllabus violation to the Code of Student Academic Integrity.
2. Mid-Term Grade Reports.
3. Additional change to Academic Distinctions, an extension of our 2020-2021 policy.
4. Additional changes to Course Numbering Status.
5. H Grade.
6. Revisions to the Undergraduate Catalog – Non-Degree Students.
7. Seven-Year Policy Review.
  - Course Numbering and Status (carry-over from 2020-2021)
  - Immunization Policy Reinstatements (carry-over from 2020-2021)
  - Student Evaluations (carry-over from 2020-2021)
  - Chancellor’s Professor Designation
  - Academic Appeal and Grievance
8. Academic Policy Equity Review, a carryover from the prior year.

The committee approved the following policies and sent them to the Faculty Executive Committee this year

- Course Number and Status
- Immunization Policy Reinstatements
- Chancellor’s Professor Designation
- Academic Appeal and Grievance
- Academic Distinctions
- H Grade

After review of the policy for Mid-Term Grade Reports, we met with Lisa Walker to get answers to our questions and concerns. After that meeting, the committee decided not to approve the request that all mid-term grades be reported. Instead, the committee suggested to Ms. Walker that her office work on getting better compliance with the current policy instead of changing it.

The committee was tasked with working with the SET Task Force on Student Evaluations. The Task Force has not completed its report at this time. The committee will work on this policy change next academic year.

In addition, the Committee did not get the information about adding a syllabus violation to the Code of Student Academic Integrity or the requested revisions to the undergraduate catalog for Non-Degree students until our last meeting of the year. The committee felt that we needed more time to make a recommendation about these policy changes and will carry the review of the policy changes to the next academic year.

The committee did not receive any additional policy recommendations from the Academic Policy Equity Review task force.

### Committee Members

Chair Hughlene Burton

COAA – Tamara Williams (DANC) & alternate Tom Burch (THEA)

COB - Jing Zhou (BISOM) & alternate Faith Neale (FINN)

CCI – Yaorong Ge (SIS) & alternate Lijuan Cao (SIS)

COED – Hank Harris (CSLG) & alternate Cathy Howell (EDLD)

COE - Glenda Mayo (ETCM) & alternate Don Chen (ETCM)

CHHS - Katie Shue-McGuffin (NURS) & alternate Sarah Laditka (PHS)

CLAS - Sharon Bullock (BIOL) & alternate Sandra Watts (LACS)

CLAS - Oscar Lansen (HIST) & alternate Irina Nesmelova (PHYS)

CLAS - Crystal Eddins (AFRS) & alternate Melanie Harris (BIOL)

Library – Shoko Tokoro & alternate Katie Howell

Student Government – Madi Williams & alternates Kaitlyn Collins, Joy Yochem, & Joe Wholey

## IV. Faculty Advisory Library Committee (FALC)

### FACULTY ADVISORY LIBRARY COMMITTEE (FALC)

ANNUAL REPORT 2021-2022

PREPARED BY

John David Smith – Charles H. Stone Distinguished Professor of American History  
[Committee Chair]

COMMITTEE MEMBERS

Anne Cooper Moore, Atkins  
Library Elizabeth Siler, Atkins  
Library  
John David Smith, College of Liberal Arts & Sciences  
Nicole Barclay, College of Engineering  
Tonya Frevert, College of Computing & Informatics  
Jamie Franki, College of Arts & Architecture  
Hui-Kuan Tseng, College of Business  
Ralf Thiede, College of Liberal Arts & Sciences  
Jamie Kudrats, College of Education  
Kim Clark, College of Health & Human  
Services Leslie Bross, College of Education  
Maren Ehlers, College of Liberal Arts & Sciences  
Kasey Everette, Student Government Association

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The Faculty Advisory Library Committee (FALC), which convened on September 13, 2021, for the 2021-2022 academic year, appointed John David Smith as chair. The Committee included the above-listed members and the Dean of the Libraries, Anne Cooper Moore. FALC met 8 times on one Monday of each month from 1:30-2:30 p.m. in a hybrid format in Atkins 271 & Zoom.

With the availability of both face-to-face and virtual participation, attendance was excellent. If the primary representative was absent, the alternate attended.

The Committee experienced 2 changes in department representatives this year, which lent stability to the committee. We were able to launch directly into the work of the year since we did not have to spend time orienting new members. At each meeting, the Dean provided announcements about

personnel, facilities, budget, advancement/fundraising, and service changes within the library to keep the committee updated.

The committee focused this year on a variety of important issues of interest to faculty. Liz Siler, Associate Dean for Public Services and member of the committee, presented on several collections and content topics. Liz was joined by Jeff McAdams, Engineering Librarian, in September to discuss the [Open Access White Paper](#), which was written by a library team to explain the benefits of publishing open access. Liz also explained how faculty can get their article publishing costs covered to publish an article open access, but that we do not have sufficient funds to support the demand. Faculty should be including the cost of article processing charges in their grant application budgets. Finally, Liz explained that the library can purchase textbooks and supplementary books for faculty for their courses and make them available free of charge with unlimited access to students. The textbooks can be linked inside the Canvas course. Students really appreciate free and online course materials.

Jon Moore, User Experience Librarian, reviewed his [study on textbook affordability](#) with the committee, which was conducted during summer 2021. The results revealed that students consider total textbook/materials costs of \$50 or less per course per semester affordable. A project is underway to show the actual textbook costs for courses in the course registration system.

The entire Interlibrary Loan unit visited with the committee, so faculty could put a face and name to the vital service that obtains materials Atkins does not have and delivers them to faculty members. The individual staff members [explained](#) their roles, statistics of interlibrary loan lending and receiving, and responded to questions. Christine Beardsley, unit head, talked about the future of interlibrary loan integration into the Ex Libris Alma/Primo integrated library system in a new service called Rapido for which we are a development partner.

Bob Price, Associate Dean for Planning, Innovation, and Engagement, and Becky Croxton, Head of Assessment, led the committee in a brainstorming session to give input to the library's strategic plan and then circled back at the last meeting of the year to share the [final draft](#) of the strategic plan that was submitted to Academic Affairs to be incorporated into the divisional plan. The committee provided extensive suggestions both orally and through a survey during the data gathering phase of the development of the plan, many of which ended up in the final draft.

For the November meeting, the committee toured the second and third floors of the library that were renovated with CARES and HEERF funding to create new seating selected by students after 70% of the books were moved to offsite storage in summer 2021. They also toured Area 49 to learn more about the technologies students use. Members learned they can bring their classes to use the

Makerspace and the Visualization Lab and that students borrow equipment and use the Gaming and Multimedia Labs for their courses and recreation. Finally, members experienced the two new EZ Video Studios that were added to Area 49 for faculty to record course lectures and presentations.

Savannah Lake, Digital Scholarship Coordinator, explained [Atkins' Book Publishing Program](#) through which faculty can get their manuscripts published open access as an e-book and also have them sold in print through the UNC Press. Grants are available to pay for copyediting.

Savannah and a library committee work with authors to assist them with getting their manuscript prepared and through the publication process. Savannah also explained other publishing services such as journal hosting and the NinerCommons institutional repository where faculty can post their publications, presentations, and proceedings open access with a permanent DOI.

Becky Croxton, Head of Assessment, visited with the committee during the April meeting to go over the results of the [loaner laptop](#) and [student](#) surveys that were conducted in spring 2022. The loaner laptop survey results indicated there are pockets of students who need longer-term, laptop loans (full semester) that are not met with the library program. The library loaner laptops are intended for short-term use when a student forgot to bring their device to campus, need it for a few days, or need a temporary device when their personal device is being repaired. Students in COE, CCI, and the Early College Engineering program may need to be asked to supply a higher capacity laptop when they take courses, have a grant program, or offer some other service through which they can obtain a laptop of the capacity needed to complete their coursework.

During the year the committee received superb support from Dean Moore and her colleagues. The committee praised the Atkins staff for providing outstanding service to the entire University community during the many challenges posed by the pandemic and accordant disruptions to the University's usual operations.

## V. Faculty Advisory Summer Sessions Committee (FASSC)

Annual Report 2021-2022

April 2021

Professor Michael Turner, Chair

The FASSC met a few times in the Fall 2021 semester to continue discussions around the equity in pay for teaching a summer course. The equity issue centers around the fact that some faculty (those earning less than 80k per year) receive 10% of their pay for a course. Faculty earning greater than 80k per year do not earn 10% creating an inequity in compensation across faculty typically at different ranks.

Tiffany McAfee provided information on other institutions as well as our own. She also made several suggestions on how to move forward. Those suggestions, however, did not include eliminating the inequity issue that was raised by the committee. The committee also raised several concerns about suggested changes related to minimum course sizes, violation of W and O maximum course sizes, use of TAs, etc. The committee and representatives from Academic Affairs agreed to table the suggestions.

At this point, it would be wise if fresh minds approached the issue. As they do, I am hopeful that progress can be made for summer programs.

## VI. Faculty Employment Status Committee (FESC)

Faculty Employment Status Committee - Final Report 2021-2022.

Chair: Arun Ravindran

Committee Members: Craig Depken, Srinivas Pulugurtha, Beth Auten, Jian Zhang, Julia Robinson Moore, Julie Marino, Srinivas Akella, Taryne Mingo, Joanne Maguire, Kelly Carlson-Reddig

Committee met 4 times in Fall 2021 (Sept 15, Sept 22, Sept 29, Nov 17). Committee did not have any agenda items in Spring.

Key activities

1. RPT extension for 2021-2022. Faculty feedback collected indicated wide interest in the extension. RPT extension approved if requested by faculty; communicated to faculty by Provost.
2. Merit based salary raises. Organized townhall for faculty to make University administration aware of pay related issues. The online townhall was held on Thu, Dec 9. and moderated by faculty president, Susan Harden. The chancellor approved up to 5% merit-based pay using internal university funds. This is addition to the 5% pay raise approved by the state legislature.
3. Provided feedback to Faculty President on “Best practices for RPT”.

## VII. Faculty Information & Technology Services Advisory Committee (FITSAC)

### **Report AY 2021-2022**

#### **Chair**

Mónica Rodríguez-Castro

#### **Members**

Thomas Schmidt

SungJune Park

Dong Dai

Daniel Alston

Ed Morse

Lee-Ann Kenny

Andy Bobyarchick

Don Jacobs

Mary McKenzie

Tyler Cline

Student representative: n/a

#### **Alternates**

Tom Burch

Monica Johar

Dan Janies

Ayesha Sadaf

Carlos Orozco

Teresa Gaston

Beth Bjerregaard

Jason Windette

Evan Wantland

Rita Johnson

UNC Charlotte FITSAC met once in fall 2021 (September 28, 2021) and the task force that was created for one of the University Council charges met four times during 2021-22. This AY, all meetings were held virtually, and members provided feedback via Zoom meetings or Google Docs forms. Overall, the committee members assessed IT needs, discussed with constituents, and provided feedback on each project. The committee participated in discussion on a wide range of IT Projects assigned on each Technology Portfolio (see Project Updates published by IT) and voted as and when requested (including in summer). FITSAC committee members were assigned to the Technology Portfolio Committees (TPC's) that IT has established. The TPCs include Academic Services, Administrative Services, Communication & Collaboration, and Computing & Access. General goals for the 2021-22 year included continuing the assessment of classroom software, review of ideas, and advisement on projects such as Respondus. FITSAC also participated in strategic planning as requested.

The agenda for the September 28 meeting included the assessment of proctoring tools. The committee described pros and cons, gathered some data and attended the executive council meeting, as requested. Specifically, the assessment of Respondus was completed and FITSAC's task force submitted a very detailed report to Dr. Susan Harden, Faculty Council Chair.

A summary of the report reads as follows:

FITSAC was requested by the Faculty Council to evaluate concerns related to the Respondus Monitoring (RM) tool. As a result, the pros and cons and any technical issues related to

Respondus were evaluated. Most of the concerns that were raised are associated with student privacy and are not related to curriculum. Therefore, this is outside FITSAC's purview.

FITSAC faculty members met on October 14, 2021. Ms. Bernadette Williams-Looper presented some initial concerns about student privacy to the group. Overall, FITSAC evaluated some preliminary pros and cons and concluded that most faculty members have not been using Respondus as they feel that it is not doing what it is supposed to do. There seems to be a consensus that faculty feel uncomfortable with monitoring and recording students in private spaces.

FITSAC committee members were invited to a follow-up meeting (Academic TPC- see [Agenda](#)) where Ms. Bernadette Williams-Looper presented an update on Project 180 ([Project 180 Update](#)). When Respondus Monitoring was purchased initially, we had not anticipated issues with privacy. Privacy was not factored into the initial decision to go with RM at the time of selection. The decision was made before the COVID-19 pandemic and privacy was not considered during the decision-making process. At the time of the decision, an online monitoring was needed since human proctoring becomes too expensive (as Harvey suggested in the presentation).

During the TPC meeting, Jeff and Beth presented some technical issues. Overall faculty usage is very low, ca. 13%. Respondus is used in 500+ courses, even during semesters when most courses were offered online. Most common issues have been associated with the camera. The camera's identification of contrast is problematic and raises alerts for minimal movements when the student may not be cheating. Some faculty opted to discontinue the use of Respondus because of monitoring concerns (e.g., recording of private spaces), others felt it was similar to the classroom, while others needed to use it for national examinations (e.g., math examinations, etc.). Response has been varied and is typically based on personal preferences of instructors. It may be noted that the recording data is kept for 5 years for UNC Charlotte, very few faculty members look at recordings after the end of class.

This year, broader issues have been identified nationally regarding student privacy along with DEI issues. There are privacy concerns and questions on our campus, but we do not have exact numbers at this stage. There was some discussion on the possibility of considering a tool that may offer a background to protect a student's private space, but this may defeat the purpose of proctoring. Faculty may not be interested in learning a new tool.

The contract for Respondus Monitoring has been extended for 2 years. During the Academic TPC meeting, faculty was consulted and agreed that most online monitoring tools typically share similar privacy concerns. **The group did not recommend looking for alternatives at this stage** (vote: 75% disagree with asking IT to look for a new tool; 25% agree).

Pending for Faculty Council: What is our academic tool philosophy (from Dr. Pyke)? - If something is working, let's stick with it; if something is broken, let's fix it; is there a new need that has to be met, let's identify the need? What do we want this tool to do for us?

Lastly, faculty members briefly discussed the need for a proctoring center. Since students can buy assignments (and solutions) online, it may be time to have alternative reliable options available to faculty. FITSAC suggested that we hire consulting experts on online plagiarism.

FITSAC also assessed faculty needs of software for online learning environments and oversee the request of new academic tools. IT addressed specific concerns with Kaltura, Apporto, classroom support and the lack of integration of Connect with DegreeWorks/Banner, and GradeScope. FITSAC also participated in discussion on replacing the bubble sheet with GradeScope. Faculty remains concerned about the lack of a centralized reporting tool to gather student data. Each reporting tool provides different student data. There is also an overall concern about the lack of a simple user-friendly course substitution tool and the current workflow seems inefficient. Some faculty members seem satisfied with the course substitution tool used by the graduate school, but some inefficiencies have been reported at the undergraduate level. IT reminded FITSAC that a few IT ideas are currently in progress.

Pending actions for 2022-2023:

Monica and Beth discussed the possibility of FITSAC to be invited to participate in additional focus groups that can be designed for efficient review of software tickets for each system mentioned above. Beth will work on compiling a dashboard, ready for the group to review, and compare and contrast the data and offer preliminary feedback with minimal time investment. Since the TPC meetings may not be scheduled in certain areas, such as Academic Affairs, the subcommittee may use this time to review the IT tickets and identify possible solutions, particularly in academic software.

Lastly, the Faculty Council has asked for assistance on course evaluations (low response rates and possible software issues).

Sincerely,

Mónica Rodríguez, PhD

Department of Languages and Culture Studies

Chair, Faculty Information & Technology Services Advisory Committee

## VIII. Faculty Legacy Scholarship Committee (FLSC)

### Annual Report 2021-2022

#### Chair:

Liberal Arts & Sciences      Fumie Kato      LACS

#### Members:

College		Dept.	Alternate	Dept.
Arts & Architecture	Kim Jones (leave in fall)	DANC	Dylan Savage (fall only)	MUSC
Business	Karen Ford-Eickhoff	MGMT	Ram Kumar	BISOM
Computer & Informatics	Robert Reid	BINF	Lijuan Cao	SIS
Education	Warren DiBiase	MDSK	Dawson Hancock	EDLD
Engineering	Weimin Wang	ETCM	Vincent Ogunro	CEE
Health & Human Services	Florence Okoro	NURS	Charlene Whittaker-Brown	NURS
Liberal Arts & Sciences	Daniela Dal Pra	LACS	Jason Giersch	POLS
Library	Amanda Binder	LIB	Melanie Sorrell	LIB
University College	Lisa Walker	UCOL	n/a	

#### Ex-officio non-voting members:

Office of Financial Aid      Everett Jeter  
 UNC Charlotte Foundation      Tammie Boyd

The Faculty Legacy Scholarship Committee met three times below during 2021-22 academic year.

- September 20:      Eight out of nine committee members attended  
 Explained the FLS to the new members what the members were required to accomplish their tasks during the 2021-22 academic year.  
  
 Recruit the contributors by advocating committee members:  
 to introduce and disseminate the FLS in their Department/College  
 to encourage faculties to be a donor to send an invitation letter to all faculty members through Chair in their college.
- February 11:      Eight committee members attended  
 Explained the procedures to select the awardees to the committee members

3. March 14:
  - Nine committee members attended
  - Selected the awardees by voting
  - Report the awardees to all faculty members at Charlotte
  - Recruit the contributors by sending a letter to all faculty members at Charlotte

The committee unanimously reached to a decision to offer \$600 each to the following four students in 2022-23 academic year:

	<b>Recipients</b>	<b>Major</b>	<b>College</b>
1.	Jayna Butler	Health System Management	CHHS
2.	April Godfrey	Social Work	CHHS
3.	Bailey Justice	Spanish	CLAS
4.	Grace Park	Elementary Education	COED

### **Actions**

The FLSC has used the procedures below following in the past to determine recipients of the scholarships:

1. Chair asked the Scholarship Office to select the four highest academically performing students with financial needs in each college in January, 2022. In total 28 students (=4 students x 7 colleges) were nominated on the basis of the selection criteria which were: 1. Highest GPA, 2. Financial needs, 3. Junior status, 4. Minimum 60 credit hours earned at Charlotte, 5. At least two semesters of course work were preferred to remain prior to graduation.
2. Chair asked the Scholarship Office to provide the 28 nominees with an instruction how to apply for the FLS. The due date was set up on February 18 (F), 2022.
3. In order to apply for the FLS, students were required to submit one letter of recommendation with their CV and upload these two documents as application materials into NinerScholar Portals.
4. It took three-week interval from notifying the 28 students until they have submitted their documents (CVs and letter of recommendations) to the NinerScholar Portals.
5. In total four (=4) students (out of 28 students nominated) successfully applied for the FLS by the due date, February 18, 2022.
6. Two students applied from CHHS. One student each applied from CLAS and COED.
7. The available fund in 2022-23 as of March 2022 was \$2,581. Minimum award is \$500 per recipient.
8. Chair asked seven faculty liaisons and one representative each of Library and University College (in total 9 reviewers) to go to the NinerScholar Portals as a reviewer to confirm if the four finalists were suitable to be awarded the FLS.
9. All of the nine reviewers completed the above task by March 14, 2022.
10. Results of the votes:
  - All four candidates received positive comments and an "Offer" option from nine reviewers.
11. On the basis of the outcomes of the votes and the available fund, Chair suggested to the committee that all four applicants will receive \$600/year as the FLS 2022-23 recipients, and asked the committee if they agreed with the suggestion.

12. The committee unanimously agreed with the suggestion, that is, the four (=4) students will be awarded \$600 each which will be divided over two semesters following in the past.
13. The committee member sent a letter to report the outcomes to all of the faculty members through Chair at Charlotte.
14. Chair of the FLSC will introduce the four recipients through participating in the first University Faculty Council committee in the fall semester, 2022.

#### **The fact of the current contributors of the FLS**

According to the University Fact Book, 1,144 full-time faculty members worked for Charlotte in the 2020-21 academic year. The number of the FLS contributors was 18 among 1,144 faculty members → 1.6%

In order to increase the number of the contributors of this scholarship, the Faculty Legacy Scholarship committee was held at the beginning of the academic year in September, 2021. Chair explained this scholarship and asked a faculty liaison in each college to disseminate this scholarship in their own college. Through this action of recruiting the contributors in the fall semester, 2021, currently we have 28 contributors of the FLS as of February 2022 → 2%

However, as 2% is not satisfied number of the contributors of the FLS, the committee continues recruiting the faculty members in the next academic year.

Respectfully submitted,

Fumie Kato

Chair: Faculty Legacy Scholarship Committee

## IX. Faculty Research Grants Committee (FRGC) 2021-2022 Annual Report

**Chair:** Jaclyn Piatak, POLS (elected)

### **Arts and Humanities (AH)**

Robin Witt, THEA (elected)

Mark West, ENGL (elected)

Dan Dupre, HIST (elected)

Javier Garcia Leon, LACS (elected)

Kate Dickson, LIB (elected)

### **Social Science, Business, Health, Education (SBHE)**

Kexin Zhao, BISOM (elected)

Anne Cash, REEL (elected)

Joe Marino, KNES (elected)

Ayesha Sadaf, EDLD (ad hoc)

Isabelle Nilsson, GEES (ad hoc)

### **Science, Technology, Engineering, Mathematics (STEM)**

Gabriel Terejanu, ITCS (elected)

Haitao Zhang MEGR (elected)

Andrew Truman, BIOL (ad hoc)

Christopher Bejger, CHEM (ad hoc)

Shaoyu Li, MATH (ad hoc)

The primary function of the FRG Committee is to solicit Faculty Research Grants and then to evaluate and select grants for funding. With the retirement of the Center for Research Excellence Director, Lesley Brown, Rick Tankersley, Vice Chancellor for Research and Economic Development, was instrumental in helping with the process.

In the current cycle, the committee awarded **\$485,230**. Details are below along with an approved policy change in stipend eligibility and the distribution of FRGs across colleges and departments.

### **Fall Program:**

AH: 13 awards; funds disbursed: \$96,200 [13 proposals were submitted]

SBHE: 20 awards (including 5 joint awards); funds disbursed: \$199,830 [29 proposals were submitted]

STEM: 20 awards (including 4 joint awards); funds disbursed: \$180,200 [27 proposals were submitted]

### **Spring 2021: New Assistant Professor Resubmission Program:**

1 SBHE proposal was submitted and awarded; funds disbursed: \$8,000

### **Proposal – Approved by Faculty Council**

In addition to 12-month employees, department chairs, endowed chairs, and distinguished professors are unable to receive stipends but still eligible for FRG funding.

### FRG Proposals Funded by College and Department

College	Contact PI Department Name (PD)	Count
BUS	Economics	1
	Management	1
BUS Total		2
CA&A	Music	4
	Theatre	2
CA&A Total		6
CCI	Bioinformatics and Genomics	1
	Computer Science	2
CCI Total		3
CEDU	Counseling	1
	Middle Grades, Secondary & K-12	1
CEDU Total		2
CHHS	Appl Phys Hlth & Clin Sci	2
	Public Health Sciences	3
	School of Nursing	1
	School of Social Work	1
CHHS Total		7
CLAS	Anthropology	1
	Biological Sciences	8
	Chemistry	1
	Geography and Earth Sciences	1
	History	2
	Languages and Culture Studies	1
	Mathematics and Statistics	3
	Philosophy	2
	Physics and Optical Science	1
	Political Science & Public Admin	6
	Psychological Science	1
	Sociology	3
CLAS Total		30
ENG	Civil and Environmental Engr	1
	Engineering Tech & Constr Mgmt	1
	Mech Engineering & Engineering Sci	2
ENG Total		4
Grand Total		54

## X. Faculty Scholarship of Teaching & Learning Grants Committee

### 2021-2022 Annual Report

As the Chair of the SoTL Grants Committee, I met with Heather McCullough on July 29, 2021, to establish dates and times for SoTL committee meetings. On August 13, 2021, I reached out to the Provost to request her priorities for the upcoming submissions.

During the Jul 29, 2021 meeting, it was determined that orientation to SoTL grants would be provided to committee members unfamiliar with the process on October 27, 2021. A November 1, 2021 deadline for SoTL grant submissions was established. Between November 2-17, 2021 committee members will independently review grant submission and convene as a group on November 17, 2021, to review comments and reach a consensus on proposals to recommend to the Provost.

The SoTL grant budget and the Provost's priorities [have been posted](#) to the Center for Teaching and Learning website, along with a reminder of the University's new 10-5-2 rule which actually created a new submission deadline of **October 28, 2021**.

Sincerely,  
Dena Evans

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*Dr. Dena Evans*

Dena Evans, EdD, MSN, MPH, RN, CNE, CNL-BC  
Director, School of Nursing  
Associate Professor  
Wharton Fellow  
President, North Carolina Council on Higher Education in Nursing  
Honors Faculty  
The University of North Carolina at Charlotte  
9201 University City Blvd.  
Charlotte, NC 28223

## XI. Faculty Welfare Committee (FWC)

Re: Annual Report 2021-2022

Date: Sunday, April 17, 2022

From: Chair Heather D. Freeman

Before the committee had time to meet and discuss its planned agenda, we were very busy addressing employee concerns about the move to in-person classes and office work even as there was a COVID-19 spike and less than half the county was fully vaccinated. The committee rapidly drafted a resolution to move classes online and office work back to remote during the surge. The was approved by Faculty Council but didn't progress with the Provost's Office. We then tried a different tack and held a town hall in collaboration with the UNC Charlotte Chapter of the AAUP. After collating the comments (which included an anonymous online survey for those who couldn't make the town hall, it was clear the in-person policies were disproportionately affecting staff and parents. From there, FWC and AAUP together drafted the "Emergency request for policy changes during the COVID-10 pandemic and delta crisis". This was submitted directly to the Chancellor and Provost for comment. While some items were addressed many were not.

Our formal agenda for the year finally got started in September, although the committee had already been on 'overtime' since August.

As requested by Ombudsman Todd Steck, the Committee's primary task this year was to address existing policies and procedures regarding "unacceptable actions." These actions included sexual harassment, discrimination, bullying, retaliation/retribution, hostile workplace, and microaggressions.

The committee broke up into smaller working groups to research each item. This research included: identifying current policies (or absence thereof) for each action; identifying and clarifying current procedures for faculty and staff to pursue in the case that an employee suffered one of these unacceptable actions; and researching additional policies and procedures at similar and peer institutions. Once this research was complete, the Ombuds asked the committee to collate an 'information sheet' for faculty and staff to use as a resource. This work included close communication with HR, Advance, The Office of Legal Affairs, and the Provost's Office.

This information is collated, and would simply need funding for design services to create a one-page flyer and print them.

The end result, however, illuminated the absence of real recourse for employees. Either they could go to an immediate supervisor for assistance (and this is assuming the supervisor isn't the source of the problem, complicit, or otherwise unable to act on the issue), or lodge a formal legal complaint at the state level. The lack of a 'middle ground' for employees to process complaints and achieve a satisfactory resolution was the most pronounced challenge. The lack of legal definitions for some actions, and lack of impetus on the part of Legal Affairs to create more robust policies and procedures at a 'local' level left few options.

The committee discussed the creation of a university-wide Faculty Grievance Committee to hear complaints above the level of immediate supervisor but before a formal legal complaint was lodged against the state. The idea was that such a committee could help create and encourage educational structures to help faculty learn about problematic behaviors and redress them. But this solution presented logistical issues for already over-burdened faculty, the fact that this is specialized training committee members likely would have, and there were strong concerns from the Provost's office additionally.

The next consideration was to simply draft a formal recommendation that the University implement DEI training for all new employees, again, hoping that education would help prevent unacceptable actions from the start. The committee met with the new Chief Diversity Officer Brandon Wolfe, who strongly discouraged the move. While those in attendance were clearly disappointed by the recommendation, his reasoning made sense, and clearly required further discussion.

The committee tried yet another tack to consider a climate survey or to wait until new University-wide diversity initiatives were put in place to then revisit how to move for clearer and more victim-considerate policies for unacceptable actions.

Unfortunately, in late January my 13-year-old child was evaluated for suicide risk by his school. For this reason, I stepped down immediately from Faculty Welfare Committee (and several other committees and administrative duties) in order to care for my child. This will be a long-term challenge, and I will not be returning to this committee in the 2022-2023 year.

Nevertheless, this committee completed a herculean amount of research and work between September and January. I strongly recommend, however, that next year's agenda be scaled down a great deal, in order to help faculty members balance this challenging work with their teaching and research agendas (not to mention other service obligations). This should start by clarifying achievable goals that result in practical action, not simply documents that point to

known challenges. This is essential for both committee member morale, but also work-life balance. These are just my suggestions, however, and I am looking forward to seeing what this valuable committee accomplishes in the next year.

Addendum: Please have the next chair contact me and I will transfer the Google drive of 2021-2022 materials to them.

## **XII. Graduate Council (GC)**

[No report submitted for 2021-2022.]

## XIII. Grievance Committee

### 2021-2022 Annual Report

#### The University of North Carolina at Charlotte

1. The University Grievance Committee met in the Fall 2021 to elect a new chair. Dr. Kalpathi Subramanian was elected.
2. The committee currently consists of 12 elected members, giving it enough flexibility to form panels to handle multiple cases simultaneously.
3. No grievance cases came to the committee for consideration during the year.
4. The committee had worked on instituting a number of revisions to the grievance policy procedures. Some of these changes were a result of the creation of a Faculty Grievance Advisor (FGA) position. These changes include
  1. Clarifying the period for filing a grievance
  2. Review by the FGA of the grievance and consultation with lead investigator for cases that might relate to violations of [University policy 501](#), including referral of the petition for further investigation.
  3. Mediation will no longer be required.
  4. FGA will work with the University Grievance Committee on training its members, as needed and maintain all records related to grievance petitions, as required by Section 607(3)
5. The revised policy may be found [here](#).
6. The revised policy was approved by the Faculty Council on Oct. 28, 2021.

Respectfully Submitted on behalf of University Grievance Committee on April 28, 2022 by

Dr. Kalpathi Subramanian, Associate Professor, Computer Science,  
Chair, University Grievance Committee (2021-2022)  
krs@uncc.edu/704-687-8579

## **XIV. Hearing Committee**

### **Annual Report 2021-2022**

Daniel Dupre, Chair

The members of the Hearing Committee met on September 2, 2021 to select Dan Dupre as chair for another year.

Five members of the committee convened a panel to a case involving the termination of a tenured full professor in the fall semester of 2021. The panel forwarded their written recommendation to the Chancellor.

## XV. Honors Council

### Honors Council Annual Report 2021-2022

Submitted by Karen Ford-Eickhoff, Chair

April 25, 2022

The full Honors Council met September 17, October 15, November 12, and December 10 in 2021 and January 21, February 18, March 18, and April 15 in 2022 to handle matters related to the governance of Honors programs at UNC Charlotte. In addition to these full meetings, the members of the three standing committees of the Honors Council (Honors Faculty Review Committee, Honors College Executive Director Evaluation Committee, and Honors Curriculum Committee) met to handle matters related to the charges of these subcommittees.

Elected Honors Council members for 2021-2022 were: Robert Campbell (ARTH/COAA), Karen Ford-Eickhoff (MGMT/BCOB), Jessica Schlueter (CCI), Cindy Gilson (COED), Andrew Willis (ECE/COE), Joseph Marino (KNES/CHHS), Ritika Prasad (CLAS), Didier Dreau (BIOL/CLAS), Amanda Pipkin (HIST/At-large), and Abigail Moore (LIBRARY/At-Large, UHP). In addition, Olivia Lawless (student), Malin Pereira (Executive Director, Honors College), Mindy Adnot (Associate Director of Curriculum, Honors College), and Shannon Zurell-Carey (Office Administrator, Honors College and Honors Council Recorder) attend Honors Council meetings.

Major Activities, 2021-2022:

1. The Honors Council reviewed proposals from Honors Programs in Business, Chemistry, Applied Physiology Health and Clinical Sciences, Arts and Architecture, History, Sociology, Honors College, and Philosophy. The Council collaborates with Program Directors to make improvements, and we ensure consistency of programmatic rigor and robustness across the University.
2. The Honors Council also reviewed and made recommendations regarding faculty applications for appointment or renewal as Honors Faculty, again ensuring consistency across campus.
3. We evaluated the Executive Director of the Honors College. We invite input from the various stakeholders in this process.

4. One of the findings in the Honors College self-study was that the roles of the Honors Council and Honors faculty are not well understood by the campus in general. To help rectify this, Honors Council Chair Karen Ford-Eickhoff presented an overview of the role and activities of the Honors Council at the March 3, 2022, Faculty Council meeting so this body, as representatives of the larger faculty, will be more aware of the Council's activities. We plan for the Chair to do this presentation annually since membership on the Faculty Council changes over time.
5. As the elected faculty body governing all honors courses and curriculum at the University, the Honors Council unanimously passed the following policy regarding dual or triple honors at the October 15, 2021 meeting:
  - An honors capstone/thesis in a college or departmental honors may count for the capstone/thesis in University Honors or Business Honors and the student may graduate with dual honors; a capstone thesis/project may not count for three honors programs.

We revised the Honors Policy on the Academic Affairs website.

6. Based on best practices for diversity, equity, access, and inclusion outlined in the National Collegiate Honors Council (NCHC) recent position paper on enrollment management titled, "Honors Enrollment Management: Toward a Theory and Practice of Inclusion," the Honors Council again encouraged all Honors programs to develop holistic honors admission practices as well as to lower barriers to continued participation in honors programs and colleges by utilizing a more holistic assessment process rather than relying substantially on GPA.
7. More progress has been made this year on the recommendations from the self-study. For example, the Honors College will be recognized as one of the University's academic colleges beginning July 1 and a request has been submitted to the UNC System to make its Executive Director position a Dean reporting directly to the Provost.
8. The Honors Council established the standard meeting time of second Friday of the month, 2:30-3:45 pm, beginning in AY 2022-2023.

The Honors Council has completed all planned activities for the 2021-2022 academic year and has no unfinished business.

## XVI. Nominations, Honors, and Awards Committee (NHAC)

### Annual Report 2021-2022

The Nominations, Honors and Awards Committee combines the functions of three sub-committees: the O. Max Gardner Award sub-committee, the Honorary Degree Advisory sub-committee, and the Faculty Governance Elections sub-committee.

The NHAC first met on September 3, 2021 to plan its work. We formed the three working groups. The activities of these groups to date are described below.

#### O. Max Gardner Award

The call for nominations for the O. Max Gardner Award went out shortly after the working group met. The deadline to receive nominations was set for October 14, 2021. The working group met shortly thereafter to discuss and debate the nominations, and they selected Dr. Cynthia Gibas, Professor of Bioinformatics and Genomics, as our university's nominee for this prestigious award.

Dr. Gibas led the creation and is the driving force behind the SARS-CoV-2 Wastewater and Variant Surveillance effort at UNC Charlotte. The committee then solicited external letters of recommendation. and received several external letters; the chair of the sub-committee drafted a letter of support for Dr. Gibas on behalf of the committee. The working group also selected four of the eleven external recommendation letters for inclusion in the application. The completed application was submitted to the UNC System Office on February 1, 2022 via email.

#### Honorary Degree

The working group for the Honorary Degree Advisory Committee distributed a call for nominations with a deadline of October 21 and received two nominations. The working group met on October 22, 2021 to discuss whether the nominees met the criteria established by the UNC Charlotte administration and the Board of Trustees. An honorary degree report on the committee's recommendations regarding the nominees was sent to the Chancellor on November 19, 2021. The University has recently announced that Karen A. Popp and Joe Price will be receiving honorary degrees in Spring 2022.

#### Chancellor Woodward Award

On February 4, 2022, the NHAC was tasked by the Faculty Council President to consider making the first Woodward awards to recognize junior faculty who have shown extraordinary promise in their research.

Although there would be one award every year going forward, there were enough funds to make 3 for the past three academic years. Several nominee packets were reviewed by the committee for each of those years. The NHAC Committee met on February 28, 2022 to decide on the Woodward award nominees. The committee selected the following to receive the awards:

- 2018-19: Dr. Way Sung of CCI
- 2019-20: Dr. Kaja Dunn of COAA
- 2020-21: Dr. Jun Xu of COEN

#### Faculty Governance Elections

The working group for the faculty governance elections called for nominations for the university-wide 2022-2023 Faculty Governance Positions on February 10, 2022 with a deadline of March 31, 2022. The ballot opened on April 12, 2022 and closed on April 22, 2022.

Respectfully submitted on May 9, 2022.

Badrul Chowdhury, Professor, Joint Appointment in ECE and SEEM  
NHAC Chair

## XVII. Part-Time Faculty Committee

### PT Faculty Committee Annual Report

AY 2021-22

Kim Buch, Chair

This committee met regularly via email during spring semester. Below is a summary of activities and accomplishments.

1. Reviewed the report by Alexandra Pardo for the UNCC AAUP chapter, titled Food Insecurity Among Adjunct Professors at UNC Charlotte and discussed its recommendations.
2. Communicated with Faculty President, Susan Harden, about adjunct faculty compensation and advocated for increases for these faculty. One committee member, Steven Kanczewski, prepared a salary analysis for adjunct faculty which included recommendations for salary increases. The committee discussed the proposal and the committee chair is currently consulting with faculty council and university administrators to discuss ways in which adjunct faculty can receive raises commensurate with raises received this year by other faculty. The committee intends to continue this process and to engage in other advocacy work on behalf of adjunct faculty.
3. We passed by unanimous vote the following changes to our committee structure:
  - The Chair will be a 2-year term.
  - There are 10 committee members (Chair, COAA, COB, CCI, COED, COE, CHHS, and CLAS x3) and 5 committees with a Part-Time Faculty seat. We voted to have the 10 members volunteer for the 5 representative and 5 alternate spots on these committees: FASSC, FESC, FITSAC, Faculty SOTL Grants Committee, FWC. Members would then participate in these committees, and the full Part-Time Faculty Committee would be convened by the Chair as needed. This change eliminates the need for 9 alternates to be elected for the 9 elected representatives.
4. The Committee worked to re-invigorate the committee and discussed ways in which it can better represent the needs of and advocate for the PT faculty. We plan to continue this work (via email) in AY 2022-23.

## **XVIII. Undergraduate Course and Curriculum Committee (UCCC)**

Annual Report 2021-2022 for the UCCC:

The Undergraduate Course and Curriculum Committee handled all of their proposals via e-mail correspondence and in Curriculog. The committee met virtually on September 13, 2021 to demonstrate Curriculog to members of the committee. After this introductory meeting, we did not meet in-person during Fall 2021 and Spring 2022. The committee reviewed 8 Curriculog proposals covering the following proposal types: new program-preliminary authorization, new certificate, and program inactivation and revision. The committee chair reviewed approximately 225 Curriculog proposals.

Submitted on 4/26/2022 by Anabel Aliaga-Buchenau, Chair

## **XIX. University College Faculty Council (UCFC)**

University College Faculty Council

Annual Report 2021-2022

This committee met only twice in fall 2021 primarily because the university is currently undergoing a large revision of the general education curriculum. Few academic units saw a need to put forth revisions for a curriculum that would soon be replaced by something new. There was only one department, Mathematics and Statistics, that submitted a revision to their curriculum.

- The committee approved a new course, STAT 1322, for general education.
- The committee approved the Department of Mathematics and Statistics proposed modification of its current mathematical and logical reasoning requirement to read MATH or STAT.
- The committee attended a general education revision town hall sponsored by the general education revision task force, and the committee provided feedback about the task force's intellectual framework for the revised curriculum.

Respectfully submitted,

David A. Johnson

Chair, University College Faculty Council, 2021-2022