

Faculty Council

Minutes of October 24, 2019 Meeting

Voting Members Present

(Ex Officio): Joel Avrin (President); Jy Wu (FEC, COE); Jen Hartman (FEC, CLAS); Beth Whitaker (FEC, CLAS); Ryan Harris (FEC, LIB); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Jennifer Troyer (COB Interim Dean); Fatma Mili (CCI Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean)

(Unit Representatives): Catherine Fuentes (ANTH); Kelly Carlson-Reddig (SOA); Bonnie Noble (ARTS); Cory Brouwer (BINF); Melanie Harris (BIOL); Ram Kumar (BISOM); Jay Troutman (CHEM); Melody Dixon-Brown (COMM); Zbyszek Ras (ITCS); Sam DeWitt (CJUS); Ellen Sewell (ECON); Sukumar Kamalasan (ETCM); Weimin Wang (ECGR); Bryn Chancellor (ENGL); Yilei Zhang (FINN); Craig Allan (GYES); Harry Chernotsky (GIAS); Dan Dupre (HIST); Jeff Barto (KNES); David Boyd (LACS); Katie Howell (LIB); Karen Ford-Eickhoff (MGMT); Linda Swayne (MKTG); Qingning Zhou (MATH); Regina Vrikkis (MEES); Warren DiBiase (MDSK); Shawn Smith (MUSC); Kelly Powers (SON); Phillip McReynolds (PHIL); Tsing-Hua Her (PHYS); James Douglas (POLS); Andrew Case (PSYC); Lauren Wallace (PHS); Maryann Mraz (REEL); Julia Moore (RELS); Suzanne Boyd (SOWK); Phil Rutledge (SOCY); Tonya Frevert (ITIS); Kelly Anderson (SPED); Ertunga Ozelkan (SEEM); David Fillmore (THEA); Amy Colombo (UWP)

Voting Members Absent

(Ex Officio): Debra Smith (Secretary); Gretchen Alterowitz (FEC, COAA); Chandra Subramaniam (FEC, COB); Mohamed Shehab (FEC, CCI); Drew Polly (FEC, COED); Susan McCarter (FEC, CHHS); James Tabor (FEC, CLAS); Phil Dubois (Chancellor); Rick Tankersley (Vice Chancellor for Research and Economic Development); Kevin Bailey (Vice Chancellor for Student Affairs); Brook Muller (COAA Dean); Ellen McIntyre (COED Dean); Robert Johnson (COE Dean); Catrine Tudor-Locke (CHHS Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

(Unit Representatives): Paul Tanyi (ACCT); John Hukka (AERO); Debra Smith (AFRS); Brett Tempest (CEGR); Phyllis Post (CSLG); Tamara Williams (DANC); Ayesha Sadaf (EDLD); Stephan Hobbs (MSCI)

Also Present (but Not Voting)

Leslie Zenk (Academic Affairs); Matthew Wyse (Academic Affairs); Aimee Hawkins (Academic Affairs); Ken Lambla (COAA); Jody Cebina (Distance Education); Malin Pereira (Honors College, Executive Director); Beth Rugg (ITS); Tyler Smith (Niner Central); Debbie Smith (OASES); Jon Reece (Registrar); Chandler Crean (Student Body President); Joanne Kendrach (University Events)

(Attendance chart attached)

The meeting began at 1:02 P.M.

1. **Minutes of the previous meeting of the Faculty Council.** No discussion ensued. Ford-Eickhoff moved to approve the minutes. Swayne seconded the motion. The minutes for the September 26, 2019 meeting were approved unanimously.
2. **Chancellor Search Feedback Opportunity.** Dean Nancy Gutierrez started the conversation. Gutierrez stated that she was a member of the Chancellor Search Committee as was Faculty President Joel Avrin. There is a website for the search. If you go to <https://49er-chancellor-search.uncc.edu> and click on "Search Process" it shows the structure to the search. Listening sessions have already started. She introduced several members of the search committee here today: Krista Manns, Chandler Crean, Theresa Drew, Gene Johnson, and Jennifer Troyer. Three members of executive search firm Storbeck/Pimental Associates also were present to receive the Council's feedback: Tom Fitch, Jim Sirianni, and Will Anyu. Brenda Shue in the Chancellor's Office was also present. Fitch said their search firm only handles higher education and have conducted searches for UNC Charlotte before. Their goal is to search nationwide for the largest pool of highly qualified candidates we can get. There is an email that will be on all advertising of this search. You are welcome to email us nominations. We work with Mike Wilson and the Board of Trustees to make sure things happen when they are supposed to happen. Sirianni said there are three important questions that can help the search. Question #1 – In your mind what is most attractive of the university at this point in time? Question #2 – What do you perceive to be the opportunities and challenges for the next chancellor? Question #3 – What do you identify as the most important/essential qualities for a chancellor? Sirianni then solicited the following feedback from the Faculty Council:

Attractions?

- Collegial, friendly place
- Beautiful campus and buildings
- Relatively young university
- Located in major growth city, financial hub
- Diversity of student body

Opportunities?

- Need more support of graduate students
- Commitment to the mission of the university

Peer Institutions?

- UW Milwaukee
- Virginia Commonwealth University (VCU)
- Georgia Tech

Vexing Challenges?

- Navigating the economic climate, being creative with our resources
- Navigating the political climate of the state to advocate best for our university

- Translate the diversity mission, faculty and administration fully reflective of student body we serve
- Communicative skills between faculty and students
- Pursue the R1 distinction (research goal to be a R1, need to think about faculty workload)
 - Without forgetting undergraduate education and the 4-year degree that many are seeking while aiming for R1 research distinction

What is the next chancellor working on right now/where is the next chancellor at right now?

- At a university
- Background in higher education
- Importance of development and fundraising, even small scale development in higher volume
- Experience in bridging university to wider community
- Intellectual and moral integrity
- Strong advocate for faculty and staff resources

Needs?

- Being able to advocate on behalf of higher education, the contributions that higher education makes, advocating on behalf of all disciplines, including the arts and humanities
- More advertising or presence of the university in the community
- The community wants the reputation of a research university

Worries?

- Worried that candidate will not want the job until they know who the President of the UNC System will be

Sirianni said there are plenty of people who want this challenge regardless of the ongoing president search. Gutierrez said more listening sessions are upcoming. Please use the “Share Your Thoughts” link on the chancellor search website.

3. **Request to Award Posthumous Degree to Roman A. Manuel.** Dupre moved to approve. Douglas seconded the motion. The request to award a posthumous degree to Roman A. Manuel was approved unanimously.
4. **Update to the Five-Year Academic Calendar.** Avrin mentioned the two updates: (1) added day of remembrance April 20, 2020, and (2) additional commencement ceremony in May. Whitaker moved to approve the updates to the five-year academic calendar. Ford-Eickhoff seconded the motion. The motion to approve an update to the five-year academic calendar was approved unanimously.
5. **Request to Establish a School of Data Science.** Kamalasan moved to approve. Ras seconded the motion. The request to establish a School of Data Science was approved unanimously.

6. **Request to Establish a Department of Writing, Rhetoric and Digital Studies.** Colombo moved to untable the motion to approve. Noble seconded. Avrin called for a vote. The request to establish a Department of Writing, Rhetoric and Digital Studies was approved unanimously.

7. **Request for Degree Name Change of M.Ed. in Special Education.** The request is to change the name of the M.Ed. in Special Education to the M.Ed. in Special Education and Child Development. DeBiase moved to approve. Dupre seconded the motion. The request for degree name change to M.Ed. in Special Education and Child Development was approved unanimously.

8. **Non-Tenure Track Review, Reappointment and Promotion Procedures Proposal.** Gutierrez said this is different than the RPT process. Early October we receive report from Academic Affairs of all the non-tenure track faculty members whose appointments were coming up and wanted to know whether their positions are going to be extended. Is it the position or the person? We cannot say if someone is going to be continued before they have been reviewed. Only the department chair review is going forward to the Provost. Troyer said College of Business tries to get a decision by December. We have college review committee, but no department committee. This speeds up the process. Every department is represented in the college review committee. Gutierrez said that would not work for the College of Liberal Arts & Sciences. Faculty input is needed, but I do not know if college level input is necessary. Ford-Eickhoff had several suggestions:

(A) We could use “The review process for reappointment or promotion should include formal review and written recommendations from a department and/or college review committee, the Department Chair, and the Dean.”

(B) On page three the bullets that follow “3. The annual evaluation shall be as follows:” should be a, b, c, d, e, f, instead of 1, 2, 3, 4, 5, 6.

(C) Bullet 3.b. could be written with “After the conference” deleted and worded as “The department chair shall then prepare a final written evaluation of said faculty member. The final written evaluation shall have a place for the faculty member’s signature which would indicate that the evaluation has been received and shall indicate that the faculty member may state in writing reasons for any disagreement that s/he may have with the final evaluation.”

(D) Bullet 3.c. should say “reasons”, not “reason”.

(E) Use of “Professorial Ranks” in first sentence of first page is terminology that is no longer adequate because Clinical Professors, Teaching Professors, Lecturers, etc. are all professors.

(F) For final paragraph on page 1, recommend replacing with same wording as in other policy: “A favorable recommendation does not guarantee on-going employment beyond the Special Faculty member’s negotiated contract term; however, reappointment or promotion of Special Faculty is contingent on a favorable reappointment or promotion review.”

Avrin said it appears this proposal needs some amendments. Should we work on this more? Gutierrez volunteered talking with the group that proposed this. Faculty Employment Status Committee (FESC) is the committee that made the proposal. Lorden suggested simplification. As

currently structured, this would result in a fairly significant increase in workload. All of these folks deserve an honest evaluation. Tenure decisions are long decisions, while this is repeated decisions. Boyd suggests we remind faculty of what specialty faculty are. Ras asked does this mean every unit would have to do it exactly this way? Or can colleges add further guidelines? Fuentes says the proposal states "Each department and college is expected to establish guidelines and procedures for the annual evaluation of all members of the faculty that are consistent with, and may be more extensive than, the following procedures for the annual evaluation of full-time members of the faculty..." Avrin said he welcomes any further comments via email.

9. **Sales-Tax Referendum.** Ken Lambla mentioned his 36 years on the faculty at UNC Charlotte and being on the board of several organizations such as Charlotte Ballet and Mint Museum. He said his reason for talking to the Faculty Council today is the referendum on the ballot on November 5th. He indicated he is not here to advocate one way or the other, but urge you to vote. The measure is a tax increase of a quarter cent. Goal of the referendum is to increase funding by \$50 million. It would increase resources to education of \$8 million, \$17 million for parks, and \$20 million for arts. In the arts, we have seen a dramatic decrease in private funding. We are taxed nationally and at the state level to support the arts. Other cities have done this.

Q: Some cities have done this, but some have turned it down. What was their concerns? Were they worried how the money would be spent?

A: (Lambla) I do not know, but in this case, Mecklenburg County has a set designation of where to spend the \$50 million raised by the referendum if passed.

10. **Report of the Provost.** None.

11. **Report of the President.** There is a listening session for the Faculty Assembly Chairs. Debra Smith has sat in for me. She is pulling double duty taking on tasks of both the Faculty Secretary and the Past President.

12. **New Business.** None.

Motion to adjourn was made and seconded. Meeting adjourned at 2:10 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	
Past President	-		n/a	
Secretary	Debra Smith		n/a	
Arts + Architecture	Gretchen Alterowitz		Angela Rajagopalan	
Business	Chandra Subramaniam		Charles Bodkin	
Computing & Informatics	Mohamed Shehab		Srinivas Akella	
Education	Drew Polly		Dawson Hancock	
Engineering	Jy Wu	X	Sukumar Kamalasan	
Health & Human Services	Susan McCarter		Travis Hales	
Liberal Arts & Sciences	Jen Hartman	X	Jen Munroe	
Liberal Arts & Sciences	Beth Whitaker	X	Dale Grote	
Liberal Arts & Sciences	James Tabor		<i>vacant</i>	
Library	Ryan Harris	X	Katie Howell	
Chancellors and Deans (ex-officio)				
Chancellor	Phil Dubois			
Provost and Vice Chancellor for AA	Joan Lorden	X		
Vice Chancellor for Research & Econ Dev	Rick Tankersley			
Vice Chancellor for Student Affairs	Kevin Bailey			
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	Ellen McIntyre			
Dean, College of Engineering	Robert Johnson			
Dean, College of Health & Human Services	Catrine Tudor-Locke			
Dean, College of Liberal Arts & Sciences	Nancy Gutierrez	X		
Dean, Graduate School	Tom Reynolds	X		
Dean, Library	Anne Moore			
Dean, University College	John Smail			
Academic Unit Representatives				
Accountancy	Paul Tanyi		Marcia Watson	
Aerospace Studies	John Hukka		Bret Peters	
Africana Studies	Debra Smith		Veronica Robinson	
Anthropology	Catherine Fuentes	X	Dennis Ogburn	
Architecture	Kelly Carlson-Reddig	X	<i>vacant</i>	
Art & Art History	Bonnie Noble	X	Eldred Hudson	
Bioinformatics & Genomics	Cory Brouwer	X	Robert Reid	
Biological Sciences	Melanie Harris	X	Matt Parrow	
Business Info. Systems & Oper. Mgmt.	Ram Kumar	X	Kexin Zhao	

Chemistry	Jay Troutman	X	Jordan Poler	
Civil & Environmental Engineering	Brett Tempest		Srinivas Pulugurtha	
Communication Studies	Melody Dixon-Brown	X	Craig Paddock	
Computer Science	Zbyszek Ras	X	Taghi Mostafavi	
Counseling	Phyllis Post		Susan Furr	
Criminal Justice + Criminology	Sam Dewitt	X	Bruce Arrigo	
Dance	Tamara Williams		Marissa Nesbit	
Economics	Ellen Sewell	X	Paul Gaggl	
Educational Leadership	Ayesha Sadaf		Carl Westine	
Electrical & Computer Engineering	Sukumar Kamalasan	X	Robert Cox	
Engineering Tech. & Construction Mgmt.	Weimin Wang	X	Jake Smithwick	
English	Bryn Chancellor	X	Alan Rauch	
Finance	Yilei Zhang	X	Kiplan Womack	
Geography & Earth Sciences	Craig Allan	X	Larriane Collins	
Global, International & Area Studies	Amal Khoury		Harry Chernotsky	X
History	Dan Dupre	X	Peter Thorsheim	
Kinesiology	Jeff Barto	X	David Verrill	
Languages & Culture Studies	David Boyd	X	Anastasia Korolova	
Library	Katie Howell	X	Jeff McAdams	
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Linda Swayne	X	Charles Bodkin	
Mathematics & Statistics	Qingning Zhou	X	Shaoyu Li	
Mechanical Engineering & Engr. Science	Regina Vrikkis	X	Nigel Zheng	
Middle, Secondary & K-12 Education	Warren DiBiase	X	Greg Wiggan	
Military Science	Stephan Hobbs		Marcus Craig	
Music	Shawn Smith	X	Jeremy Marks	
Nursing	Kelly Powers	X	Florence Okoro	
Philosophy	Lisa Rasmussen		Phillip McReynolds	X
Physics & Optical Science	Tsing-Hua Her	X	Shunji Egusa	
Political Science & Public Admin.	James Douglas	X	Joshua Miller	
Psychology	Andrew Case	X	Amy Canevello	
Public Health Sciences	Lauren Wallace	X	Lorenzo Hopper	
Reading & Elementary Education	Maryann Mraz	X	Anne Cash	
Religious Studies	Julia Moore	X	William Sherman	
Social Work	Suzanne Boyd	X	Shanti Kulkarni	
Sociology	Webster Murray		Philip Rutledge	X
Software & Information Systems	Tonya Frevert	X	Dale-Marie Wilson	
Special Education & Child Development	Kelly Anderson	X	Shawnee Wakeman	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan	X	Gary Teng	
Theatre	David Fillmore	X	Mark Pizzato	
University Writing Program	Amy Colombo	X	Justin Cary	

