

Faculty Council

Minutes of December 3, 2020 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); 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); Jennifer Troyer (COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Interim Dean); Robert Keynton (COE Dean); Susan Sell (On Behalf of CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean);

(Unit Representatives): Paul Tanyi (ACCT); Oscar de la Torre (AFRS); 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); Bruce Arrigo (CJUS); Delia Neil (DANC); Doug Hague (DTSC); Krista Saral (ECON); Ayesha Sadaf (EDLD); Yong Zhang (ECE); Jake Smithwick (ETCM); Ron Lunsford (ENGL); Yilei Zhang (FINN); Craig Allan (GYES); Joyce Dalsheim (GLBS); Jurgen Buchenau (HIST); David Verrill (KNES); David Boyd (LACS); Catherine Tingelstad (LIB); Karen Ford-Eickhoff (MGMT); Brian Whelan (MKTG); Shaoyu Li (MATH); Jerry Dahlberg (MEES); Warren DiBiase (MDSK); Fred Spano (MUSC); Teresa Gaston (SON); Rick Moll (PAS); Lisa Rasmussen (PHIL); Menelaos Poutous (PHYS); Tom Barth (POLS); Alyssa McGonagle (PSYC); Lauren Wallace (PHS); Tracy Rock (REEL); John Reeves (RELS); Travis Hales (SOWK); Phil Rutledge (SOCY); Sunshine Niu (SIS); Rob Pennington (SPED); Ertunga Ozelkan (SEEM); Robin Witt (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): James Tabor (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Brook Muller (COAA Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

(Unit Representatives): Dustin Puett (AERO); Brett Tempest (CEGR); Caitlin Moore (MSCI)

Also Present (but Not Voting)

Cathy Blat (College of Engineering); Janet Daniel (OASES); Karen Flint (HIST); Concepcion Godev (Graduate Council Chair); Katherine Hall-Hertel (Graduate School); Aimee Hawkins (Academic Affairs); Yvette Huet (ADVANCE); Jesh Humphrey (General Counsel); Othelia Lee (FESC Chair); Malin Pereira (Executive Director, Honors College); Olga Pogorelsky (Registrar's Office); Garvey Pyke (CTL); Jay Raja (Academic Affairs); Jon Reece (Registrar); Beth Rugg (OneIT); Tahlieah Sampson (Student Body President); Cheryl Waites Spellman (Diversity and Inclusion); 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. Harden seconded the motion. The minutes for the October 29, 2020 meeting were approved unanimously.

2. **Motion to Award Degrees – Fall 2020.** Whitaker moved to approve. Harden seconded the motion. The motion to award degrees was approved unanimously.

3. **Campus Diversity and Inclusion Update.** Dr. Cheryl Waites Spellman-Waites, Interim Special Assistant to the Chancellor for Diversity and Inclusion, spoke to the Council. Spellman said she has been in this role for three months. This is a new role. The goal of this new position is to coordinate with staff, faculty, and students to build on the University’s diversity and inclusion efforts to create an accessible, inclusive, and equitable climate. Would like to bring us all together to work towards this goal. Spellman talked about efforts she has been working on. She mentioned the Black Lives Matter mural, the Chancellor’s Diversity, Equity & Inclusion (DEI) Council meeting coming this Friday December 11th, and the website. Spellman then fielding questions. She was asked about paths to provide feedback to the Council. Spellman said you can contact her directly. She will also be posting the council members on the website by Monday, if you would like to contact them.

4. **Eligibility for Chancellor’s List and Dean’s List.** Avrin indicated this is very similar to what we did in Spring. Whitaker moved to approve the proposal. Jarrett seconded the motion. The proposed revisions to the Chancellor’s List and Dean’s List for Fall 2020 eligibility were approved unanimously.

5. **Impact Statement for Annual Review.** Avrin talked about the two documents shared: *Recommendation from Faculty Equity Audit Group* and *Draft Impact Statement Annual Review*. Avrin said we could work with both or just one. Avrin said in his opinion the impact statement captures the essence of the issue. He has made it into a Google Doc and shared it on the screen. The document is made to be a suggested template. The goal is to create University suggested guidelines. Othelia Lee, who is on the Faculty Equity Audit Working Group, said every department is so unique and this document is acknowledging the pandemic-related impact. Yvette Huet, who is on the Faculty Equity Audit Working Group, said there are other recommendations made that are not included in this impact statement. Avrin said it was his understanding that the FESC approved the impact statement working off the working group’s recommendations. If there are statements from the original recommendation you would like to add to this Google Doc, that would be welcomed. Huet said she does not want the other two recommendations to get overlooked. Whitaker said that from the recommendations document the FEC had a little concern with point #2.3.a. FEC was receptive of this impact statement, which is point #1. Avrin said he believes the impact statement document could reflect the spirit of all your recommendations. Huet added that it would be nice to include a letter of acknowledgement in the dossier, so that institutional knowledge is in there. Avrin said he was hoping this document can be used by the Chair to digest the impact. Harden asked why

not integrate points #2 and #3, the working groups recommendations, into this document verbatim. Avrin stated that while we want to respect the spirit of points #2 and #3, we got push back from Chairs about doing it this way...the execution of it has a workload concern. There are workload issues and this checklist is trying to solve those. Whitaker said in the interest of moving this quickly, we fast tracked it to the Faculty Council. We could have this document be an addendum to the letter in the dossier, if allowed. Spano believes the Faculty Council needs time to digest this and discuss this with their colleagues. He added that he likes this as a recommended template. Lorden asked how can we capture the impact and acknowledge this by the department. Adjustments were made in teaching. The impact is much greater on some than others. We need to let people know what you experienced. This information is important for consequential decisions. Lorden said she is sympathetic to the burden placed on department chairs, but we need to capture this impact. Avrin indicated there is a timeline we are under as specified in the last sentence of the working group recommendations document. Avrin asked if we have some kind of a consensus. Perhaps we can agree that we have a working document and we can revisit what we expect of department chairs. Huet said she wants to make sure individuals do not have to remember what happened to them six years ago. Whitaker added that many faculty members would like an acknowledgement similar to this introduction made by the University. Huet said it is the job of the Chair to take this information and include it in the letter. She understands the workload objections of point #2.3.a and that it can be removed, but believes point #2.3 is important. Lee added that with changes in leadership it is important to have this Chair acknowledgement. Avrin suggests we could add something to the introduction or proposed guidelines that would capture points #2.2 and #2.3. He asked if we should consolidate this into one document. Whitaker asked if the Faculty Council could authorize the FEC to do this work and finalize on behalf of the Faculty Council, due to the timeline. Malin Pereira said needs to not be treated as a fourth area of review, but as a method for providing context. Avrin said there should be room for people to go further than general impact statement and detail all the ways they were impacted. That is what this checklist is for. Lorden wants to acknowledge both additional work faculty have done to adjust and also how they have been impacted. Lorden does not believe the intent is to go into intimate detail of the impact, but we want them to feel that when they are up for review that they feel they have been heard. Perhaps we can get more feedback from the Deans Council. We could send this back to the FESC task force and they can share with Deans Council for discussion within the colleges. Note this is guidance, not policy. Avrin said we could send back to FEC who will work closely with FESC and the working group. Harden moved to send back to FEC. Ford-Eickhoff seconded the motion. The motion to send the Impact Statement for Annual Review back to the FEC was approved with one vote against.

6. **Report of the Chancellor.** None.

7. **Report of the Provost.** Provost Lorden stated that P/NC grading is causing some anguish among students. Students want to be able to petition with classes that are progression courses. They do not want a blanket “no”.

8. **Report of the President-Elect.** None.

9. **Report of the President.** President Avrin said that some kind of recommendation should go out regarding this issue raised by students. I will try to work with FEC or another plan.

10. **New Business.** None.

Jarrett moved to adjourn. Harden seconded the motion. The meeting adjourned at 2:39 P.M.

Minutes submitted by Matthew Wyse, Faculty Governance Assistant

(Attendance chart attached)

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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		Marc Bess	
Chancellors and Deans (ex-officio)				
Chancellor	Sharon Gaber			
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	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		Susan Sell	X
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	X	Hughlene Burton	
Aerospace Studies	Dustin Puett		Jacob Morton	
Africana Studies	Oscar de la Torre	X	Debra Smith	
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		Bruce Arrigo	X
Dance	Delia Neil	X	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	X	Aba Ebong	
Engineering Tech. & Construction Mgmt.	Jack Smithwick	X	Carlos Orozco	
English	Juan Meneses		Ron Lunsford	X
Finance	Yilei Zhang	X	Ping Hu	
Geography & Earth Sciences	Craig Allan	X	Larianne Collins	
Global Studies	Joyce Dalsheim	X	John Cox	
History	Ella Fratantouno		Jurgen Buchenau	X
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		Brian Whelan	X
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		Hayden Hoffman	
Music	Fred Spano	X	Dylan Savage	
Nursing	Florence Okoro		Teresa Gaston	X
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.	Tom Barth	X	Martha Kropf	
Psychology	Andrew Case		Alyssa McGonagle	X
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	X	Suzanne Boyd	
Sociology	Phil Rutledge	X	Webster Murray	
Software & Information Systems	Xi (Sunshine) Niu	X	Tonya Frevert	
Special Education & Child Development	Rob Pennington	X	Shawnee Wakeman	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan	X	Gary Teng	
Theatre	Carlos Cruz		Robin Witt	X
Writing, Rhetoric and Digital Studies	Amy Colombo	X	Mia Eaker	