**Faculty Council**

**Minutes of April 24, 2024, Meeting**

**Voting Members Present**

**(Ex Officio)**: Xiaoxia Newton (President); Susan Harden (President-Elect); Debra Smith (Secretary); Eric Millard (FEC, COAA Faculty Chair); Dongsong Zhang (FEC, COB); Jack Cathey (FEC, COB Faculty Chair); Gabriel Terejanu (FEC, CCI Faculty Chair); Aidan Browne (FEC, COE); George Shaw (FEC, CHHS Faculty Chair); Allison McCulloch (FEC, CLAS); Elizabeth Stearns (FEC, CLAS); Dan Boisvert (FEC, CLAS Faculty Chair); Amanda Binder (FEC, Library); Sharon Gaber (Chancellor); Jennifer Troyer (Provost); John Daniels (V.C. for Research); Dolly King (COB Dean); Bill Tolone (on behalf of CCI Dean); Malcolm Butler (COED Dean); Robert Keynton (COE Dean); Shanti Kulkarni (on behalf of CHHS Dean); John Smail (CHESS Dean); Bernadette Donovan-Merkert (COS Dean); Pinku Mukherjee (Graduate School Dean); Stephen Weiter (Library Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Catherine Fuentes (ANTH); Denis Jacob Machado (BINF); Richard Chi (BIOL); Jordan Poler (CHEM); Bibi Reisdorf (COMM); Taghi Mostafavi (CS); Lyndon Abrams (CSLG); John Stogner (CJUS); Krista Saral (ECON); Kyle Cox (EDLD); Don Chen (ETCM); Mark Hall (ENGL); Weidong Tian (FINN); Gang Chen (GYES); Joyce Dalsheim (GLBL); Karen Flint (HIST); Liz Siler (LIB); Karen Ford-Eickhoff (MGMT); Yinghao Pan (MATH); Stuart Smith (MEES); Mira Frisch (MUSC); LaTonya Rafe (SON); Matthew Fraiser (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Fred Batista Pereira (POLS); Lori Van Wallendael (PSYC); Lorenzo Hopper (PHS); Madelyn Colonnese (REEL); Barbara Thiede (RELS); Jackie Garcia (SOWK); Yang Cao (SOCY); Bill Chu (SIS); Chris O’Brien (SPCD); Cat Mahaffey (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Carlos Cruz (FEC, COAA); Mohamed Shehab (FEC, CCI); Dawson Hancock (FEC, COED); Erik Byker (FEC, COED Faculty Chair); Jim Conrad (FEC, COE Faculty Chair); Tricia Turner (FEC, CHHS); Jan Rieman (FEC, CLAS); Michael Walter (FEC, COS Faculty Chair); Angel Truesdale (FEC, Library Faculty President); Kevin Bailey (V.C. for Student Affairs); Jose Gamez (COAA Dean); Malin Pereira (Honors College Dean)

**(Unit Representatives)**: Matt Flynn (AERO); Veronica Robinson (AFRS); Mike Turner (APHC); David Thaddeus (SOA); J.B. Burke (ARTS); Ram Kumar (BISOM); Wei Fan (CEGR); Ann Dils (DANC); Robert Fox (DTSC); Sukumar Kamalasadan (ECE); Ertunga Ozelkan (ISE); Maryrica Lottman (LACS); Ming Chen (MKTG); Adam Myers (MDSK); Joseph Frederick (MSCI); Robin Witt (THEA)

**Guests Present (Not Voting)**

Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs, Associate Provost and Chief of Staff); Kim Bradley (Chancellor’s Office); Cliff Scott (communication Studies); Cindy Gilson (Honors Council Chair); Greg Weeks (CHESS); Jesh Humphrey (Legal Affairs, General Counsel & V.C. for Institutional Integrity); Erica Solosky (Legal Affairs); Deb Thomas (Research); Peter Szanton (Research); Kiran Budhrani (School of Professional Studies); Asher Haines (School of Professional Studies, Associate Provost); Evan Wantland (Undergraduate Education)

1. **Call to Order.** Faculty President Xiaoxia Newton called the meeting to order at 1:00 P.M.
2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber said with regards to the email last week about the Board of Governors (BOG) new policy, we have no new information yet. They will provide guidance to us on how to interpret. They will vote on May 22nd and if passed it will be effective September 1st. The BOG meeting voted to advance 4 minutes into the meeting with no discussion. I hope we as a campus will work to go forward and help the wellbeing of the students and employees.

Q: Since this will happen over the summer, how will it be communicated?

A: By email.

Q: Will we lose staff and/or budget?

A: We cannot just retitle offices and do the same work, but we can shift staff to other roles/open positions with some of the same goals.

Q: What is going away?

A: We need the guidance to know.

Q: What about the Inclusive Excellence Program?

A: Will probably go away.

Q: In Florida they were still able to operate if using private dollars. Is that the case here?

A: Not sure, but rumors are that may be the case.

This is hard to be in this situation as the person who thought it was important to have a DEI office on campus. Please forward your thoughts and solutions.

1. **Report of the Provost (Dr. Jennifer Troyer).** Troyer gave the following report:

* CHESS Dean Search – the new CHESS Dean will be announced soon. The College of Business Search will be wrapping up soon as well.
* Regarding the policies that are coming down from the BOG, there are signals that some may be delayed for more faculty input. During summer the Faculty Executive Committee (FEC) can serve as proxy for the Faculty Council if needed.
* Provost’s Awards, the 2023-2024 recipients of:
  + Bonnie E. Cone Early-Career Professorship in Teaching – Dr. Kendra Jason, Sociology
  + Bonnie E. Cone Professorship in Civic Engagement – Dr. Erin Washburn, Reading and Elementary Education
  + James H. Woodward Faculty Research Award – Dr. Sharon Watson, Anthropology
* FAFSA fiasco – We are packaging awards and getting them out. As we get new information from the Department of Education we will adjust.
* Enrollment numbers – continued enrollment is strong with 83.6% first-year continued enrollment and a 4-year graduation rate of 52.2%. Thank you to the faculty.
* Wishing everyone a good wrap up to the semester.

Q: How will faculty be rewarded for this good work that has been highlighted?

A: I don’t know yet. Much depends on the budget numbers. We will support faculty in other ways if we aren’t able to give raises.

1. **Consent Agenda.** Newton asked if there were any requests to remove an item(s) from the consent agenda for further discussion. Hearing none, she entertained a motion to approve. A motion to approve the consent agenda was made and seconded. The motion carried unanimously.

The following consent agenda items were approved:

* 1. Minutes of the Faculty Council meeting of March 28, 2024
  2. Motion to Award Spring Degrees
  3. Request to Award Posthumous Degree to Yousef al Hanbali
  4. Revision to the Bylaws of the Honors Council and the Honors Council Structure and Election
  5. Revision to Appeal of Academic Termination Policy
  6. Training Requirement for First-Time Chairs of Thesis/Dissertation Committees
  7. Request to Change the Name of the Department of Languages and Culture Studies to the Department of Languages, Cultures and Translation
  8. Request to Change the Name of International Studies, B.A. to Global Studies, B.A.
  9. Revision to Course Numbering and Status Policy
  10. Received – Faculty Governance Election Results
  11. Received – Electronic Ballot Results on Changes to the Constitution of the Faculty

1. **UNC Charlotte Open Access Policy.** Boisvert noticed this version is missing the change made and approved at the FEC. It should say “Faculty members will be granted a waiver…upon express direction” instead of “Faculty members may submit a waiver…” Liz Siler, Associate Dean for Collection Services, agreed this should be the case and said they will restore that language in the policy. Smith moved to approve as amended. The motion was seconded. The motion was approved. The Open Access Policy was approved as amended.
2. **Sharing/Vetting the Division of Research Draft Implementation Plan (Dr. John Daniels).** Daniels, Vice Chancellor for the Division of Research, presented on the Research Division Implementation Plan 2024-2034. This plan derives from surveys, listening sessions/focus groups, foundation document mapping, and sharing/vetting sessions. The plan has three buckets: Charlotte’s Great Research University, Research the Niner Way (culture), and Research Support and Capacity. This is a plan that has not been rushed. A thorough review is wanted and then polishing. Dr. Deb Thomas added this plan reflects all of us coming together to grow this. We hope to hear back from you as we do this last calibration exercise.

Q: How does the change to DEI affect this?

A: We reach out to an active network of chief research officers across the nation. Texas and Florida handled this similar situation differently. We are waiting for System guidance and will use our network to figure out the best way forward.

Chancellor Gaber added that this does not impact teaching, research, and awards.

1. **GASP Updates (Dr. Pinku Mukherjee)**. Mukherjee, Dean of the Graduate School, gave an update on Graduate School funding and student support on grants. She said that Mr. Yash Tadimalla, President of GPSG, could not be here today. The increase in Stipend for GAs for Fall 2024 is $1500 per PhD and $250 per Masters. Mukherjee gave an overview of the history of GASP. GASP was started in 2005 and the numbers of applicants and students have grown since then. From Fall 2005 to Fall 2023: Doctoral research students are up 123%, Doctoral applicants up 177%, Graduate applicants up 250%, and enrolled Graduate students are up 50%. In total, the Graduate School funded 727 students in AY 2022-2023, 881 students in AY 2023-2024, and projects a need to fund 928 students in AY 2024-2025. She explained the funding challenge. In 2022-2023 GASP was updated, but the changes did not work as well as intended. Dramatic growth in Ph.D. students funded on grants and Master’s TA Resident Tuition (MTART) students created a larger than anticipated projected funding deficit for AY 2024-2025.

The solution…the Graduate School has provided each program with a fixed budget for GASP/MTART funding. Program Directors have been encouraged to allocate the funding in a way that maximizes the number of students funded. Fall all new institutionally funded RA and TA lines, the college/department will budget full GASP/MTART when hiring additional full-time Gas from their college/department funds. For all grant-funded Ras, the grant budget must include the full non-resident tuition, where the funding agency allows, starting July 1, 2024. In the long run, GASP savings from these actions enables the Graduate School to expand other high priority areas, such as:

* Sustaining MTART funding
* Increasing graduate student stipends and research fellowships
* Supporting PIs who are funded by agencies that do not allow for tuition support for students
* Growing the pool of institutional TAs and RAs

1. **Opportunities for Faculty Leadership Needs Analysis (Dr. Cliff Scott).** Dr. Scott gave a presentation entitled *Assessing Faculty Development Needs: Research informing the Potential Proposal of a Junior Faculty Leadership Development Program*. Times are turbulent with lots of change and lots of funding changes. Shared governance continues to be discussed in CHESS. There is a proposal for a voluntary leadership development program. This is just an idea so far and not a done deal. Recent trends show that junior faculty have little experience with shared governance. We protect junior faculty from shared governance due to workload. Often junior faculty do not develop this experience prior to promotion and therefore can struggle to participate and lead effectively in governance after promotion. In CHESS we are undergoing an assessment of needs so that junior faculty have the knowledge, skills and abilities to contribute effectively. Using doctoral students, Phase 1 in March and April 2024 conducted interviews. The interviews will determine survey questions. Phase 2 in Fall 2024 will be more interviews (voluntary), analysis of interviews, survey of faculty, and report and recommendations. We have already received support from the Office of Academic Affairs. What we need is permission and promotion from college leaders and voluntary, confidential input from faculty. I have spoken to the incoming Associate Provost for Faculty Affairs, Eric Heggestad.
2. **Honors Council Update (Dr. Cindy Gilson)**. Gilson, Honors Council Chair, gave a presentation about the Honors Council business in 2023-2024. She covered the organizational and governance structure and the members of the Honors Council. Gilson then covered the highlights:

* Honors Faculty Review Committee reviewed 58 applications
  + The 38 new applications for Honors Faculty are an all-time high
* Updated the Bylaws of the Honors Council
  + This increased the number of members from 11 to 13
* Held a special election for a representative to the new College of Science
* Improved communication between Honors Faculty, Program Directors, and Department Chairs around elections
* Updated the application form
* Developed onboarding emails
* Created equity sub-committee
* Student survey had 110 respondents compared to 13 the previous year
  + 102 students listed priority registration as one of the most valuable benefits of honors. Also noted frequently were graduating with distinction, being in a community of academically motivated peers, co-curricular opportunities, and study abroad.

1. **Honoring Past President and welcoming President-Elect (Dr. Xiaoxia Newton).** Newton thanked the outgoing Past President Susan Harden for four years of tremendous faculty governance service. A personal thank you for being a wonderful supporter. Newton welcomed incoming President-Elect Debra Smith. Newton has gotten to know Smith during her time on Faculty Executive Committee and as Faculty Secretary. Thank you for stepping up and I look forward to working closely with you next year. Newton then thanked everyone on Faculty Council for supporting faculty governance. Newton also thanked Chancellor Gaber, Provost Troyer, Steve Coppola, Leslie Zenk, Matt Wyse, and the Vice Chancellors. And a special thank you to COB Dean Dolly King, CCI Dean Bojan Cukic, and COED Dean Malcolm Butler for buying floating gowns/regalia. Have a great summer and I look forward to working together next academic year.

The meeting was adjourned at 2:04 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant