

## FACULTY COUNCIL

### Minutes

October 28, 2010

**Present** (ex officio): Charles Bodkin (President); Michael Green (President-Elect); Kim Harris (Secretary); Alan Freitag (Past President); Bonnie Noble (CAA); Ed Jernigan (BUS); Tracy Rock (COED), David Binkley (ENG); Andrew Harver (HHS); Yvette Huet (CLAS); Gregory Weeks (CLAS); Barbara Tierney (LIB); Phil Dubois (Chancellor); Joan Lorden (Academic Affairs); Thomas Reynolds (Dean, Graduate School); Joseph Mazzola (Dean, College of Business); Rick Lejk (Associate Dean, College of Computing & Informatics); Mary Lynne Calhoun (Dean, College of Education); Robert Johnson (Dean, College of Engineering); Jane Neese (Dean, College of Health & Human Services); Nancy Gutierrez (Dean, College of Liberal Arts & Sciences);

**Absent:** Mirsad Hadzikadic (C&I); Tanure Ojaide (CLAS); Stanley Wilder (Librarian); Ken Lambla (Dean, College of Arts & Architecture); John Smail (Dean, University College)

**Present** (unit representatives): Veronica Hilliard (AFRS); Dena Shenk (ANTH); Chris Beorkrem (ARCH); Mary Tuma (ART); Dennis Livesay (BIOINF); Larry Leamy (Alternate, BIOL); Chandra Subramaniam (Alternate, BISOM); Jordan Poler (Alternate, CHEM); Johnny Graham (CENG); Sandy Hanson (COMM); James Frazier (CS); Charisse Coston (CJUS); E.E. Balcos (DANC); Meredith DiPietro (EDLD); Linda Xie (ECE); Jen Munroe (Alternate, ENGL); John Diemer (GEOG/ES); Jane Laurent (HIST); Roy Fielding (KNES); Michael Doyle (LCS); Mike Olson (LIB); Jim Oakley (Alternate, MKTG); Alan Dow (MATH); Nigel Zhang (Alternate, MENG); John Allemeier (Alternate, MUSC); Dick Toenjes (PHIL); Yasin Raja (PHYS); John Szmer (POLS); Jane Gaultney (PSYC); Jeremy Schott (RELS); Lucille Travis (SON); Susan McCarter (SOWK); Xintao Wu (SIS); Kelly Anderson (SPED)

**Absent** (unit representatives): Hughlene Burton (ACCT); Christopher Rogers (AERO); Jack Culbreth (COUN); Ted Amato (ECON); Carlos Orozco (ET); Steve Ott (FINN); Charles Houck (GIAS); Rick Conboy (MGMT); Teresa Petty (MDSK); Eddie Johnson (MILSCI); Beth Racine (PHS); Adriana Medina (REEL); Murray Webster (SOC); Robin Witt (THTR)

**Also present:** Christopher Knauer (Registrar); Kathi Baucom (Enrollment Management); Janet Daniel (OASES); Susan Sell (Graduate School); Denise Dwight Smith (University Career Center); Cynthia Wolf Johnson (Academic Services); David Broome (General Counsel); Jesh Humphrey (Associate General Counsel); Mary Pat Young (Academic Affairs); John Bland (Public Relations); Phillip Brown (Internal Communications); Cindy Jones (Web Communications Manager); Mohammad Kazemi (Mathematics); Rus Hardin (Enrollment Technologies); Leslie Zenk (Academic Affairs); Clarence Greene (Academic Affairs)

The meeting was called to order at 12:30 PM, President Bodkin presiding. President Bodkin thanked the Deans of the Colleges for the lunch that was provided.

### **1. Approval of the Minutes of the September 23, 2010 meeting of the Faculty Council**

Dr. Fielding moved to approve the minutes. Dr. Huet seconded the motion. The motion passed unanimously.

### **2. Motion to Award Degrees**

The Faculty Executive Committee forwarded a motion to award degrees in December 2010. Dr. Lejk seconded the motion. The motion passed unanimously.

### **3. Criminal Reporting Policy**

The Faculty Executive Committee forwarded a motion requesting Legal Counsel forward the final draft of Policy Statement #127: Criminal Reporting Activity to Faculty Council for review and comments. Dr. Freitag seconded the motion. Dr. Freitag expressed concern that the policy needs faculty involvement in its development because there is clear indication that something can be done to a faculty or staff member who is only accused of an offense even when the accusation is unfounded. It is important to make sure language is correct and appropriate. Mr. Broome said that the Office of Legal Affairs is collecting and studying faculty comments. Dr. Toenjes asked about the origin of the policy. One of the triggers was from the case where a CMS teacher had unreported criminal activity did not inform CMS. The Campus Safety Committee also recommended such a policy so that the university would become aware of any potentially dangerous situation that might have been prevented. The motion passed unanimously.

### **4. Resolution regarding the Resolution**

Dr. Bodkin made a motion to pass a resolution supporting the resolution from Faculty Assembly concerning academic freedom. Dr. Toenjes seconded the motion. Dr. Bodkin summarized the handout from AAUP related to academic freedom. Dr. Lorden explained that AAUP and others are concerned because Justice Souter said that he had concerns about the impact that this decision (*Garcetti v. Cebellos*) might have against universities. Dr. Kazemi, who is on the Faculty Assembly Committee that wrote the resolution, said that there is an academic freedom case at the University of VA with a faculty member related to global warming. We understand that it takes a long time. Dr. Green made a motion to amend the second "Whereas" to "constitutional protection of faculty is." Dr. Lejk seconded the motion. The motion passed unanimously. Dr. Binkley made a motion to send the resolution back to FEC. Dr. Toenjes seconded the motion. The motion passed unanimously.

## 5. Faculty Academic and Planning Standards Committee (FAPSC) Motions on Grade Point Deficit Policy

The following motions were forwarded to Faculty Council by the Faculty Executive Committee.

Motion #1:

### **REQUIREMENTS FOR CONTINUED ENROLLMENT**

**Good Academic Standing.** An undergraduate student must maintain a cumulative grade point average of 2.0 or above at UNC Charlotte to remain in good academic standing.

Academic standing of each student is calculated at the end of fall and spring semesters.

**Academic Probation.** An undergraduate student whose cumulative GPA is below 2.0 at the end of a fall or spring semester is on academic probation, and this is noted on the student's academic record.

**Academic Suspension.** An undergraduate student who remains on academic probation for two consecutive semesters (excluding summer sessions) is suspended from the University. However, a student who has a current fall or spring semester GPA of 2.3 or higher will not be suspended.

Motion #2:

The paragraph on the Grade Point Deficit will be deleted.

The first motion was seconded by Dr. Amato. The motion passed unanimously.

The second motion was seconded by Dr. Jernigan. The motion passed unanimously.

## 5. Adding Dept. of Global, International, and Area Studies to list of departments in Constitution of the Faculty

The motion was forwarded from FEC to add the Department of Global, International, and Area Studies to the list of departments in the Constitution. The motion was seconded by Dr. Peters. The motion passed unanimously.

## 6. Report of the Chancellor (Dr. Philip Dubois)

- **Budget:** The Chancellor and his Cabinet have developed plans to deal with 2 budget cuts. A deficit of 3.5 billion dollars is projected for the state. The Governor instructed universities to make plans for 5% and 10% reductions. A 5% reduction would be a \$10.4 million reduction, and 10% would be \$20.8 million. We've been holding a good bit of enrollment increase \$\$ back. We would take the money that we have been holding back from enrollment increase money and use that first. With a 5% cut, we would give back \$.3 million, \$2.9 million from FY 10 Enrollment increase, and \$4.7 million from FY 11 enrollment increase. The other 24 % of the cut comes from the Chancellor, Academic Affairs, Business Affairs, Student Affairs, Development and Alumni, and University Relations. We would hold \$10 million in reserve and would have no layoffs. Under the

10% plan, the Chancellor would give back \$.3million, \$2.9 million would come from FY 10 Enrollment Increase, \$9.3 million from FY 11. This amounts to 60% of the cut. The remaining cuts come from: Chancellor (5%), Academic Affairs (3.5%), Business Affairs (4.9%), Student Affairs (11.2 %), Development and Alumni (9.8%), and University Relations (10%). We would hold \$5.4 million in reserve 5.4 million, and there could be as many as 9 layoffs. Student Affairs has access to student fees because we have so many students. Their number is high because they have those fees to shift around. Under 10% scenario, we will lose 119 faculty positions, 6 EPA, and 79 SPA. (These are positions, not people.) A lot of our cuts could be ameliorated if the General Assembly approves a tuition increase. There is some good news. We have \$16.5 million available in "one-time" funds. It is very important to emphasize that budget cuts are very damaging to our institution. We are all doing more with less.

- **Furlough Plan:** If a furlough is called for, faculty and staff are given days off without pay. In NC, furloughs are not considered an appropriate way to deal with the budget problems, however this is a possibility if we have to give back more money this year. There can be no more than 5 furlough days for employees making more than \$32,000. This would save us only \$2.9 million. Dr. Dubois do not expect to see furloughs at UNCC this year. The legislation that applies to furloughs runs out this year. Dr. Dubois would argue that universities should have the authority to call for furloughs. If we get hit with it, we need to be able to move on it, so we need to have a plan ready to go. Dr. Bodkin recommended that FESC should be involved in developing a furlough plan.
- **Institutional planning:** We need to rebuild our institutional planning process now that UNC Tomorrow is in place. There is a document that has assumptions under which plan has to take place (2011 to 2016) related to demographic, economic, political changes in NC. One of the assumptions is that the state economy will not be in good shape. In a month, Dr. Dubois will send another document with preliminary goals and strategies for achieving our goals. The document will be written with sufficient amount of precision that everyone can tell what we are doing and to set priorities in planning and budget process. Goal is to get plan approved by June 2011.

Dr. Freitag asked if there is any sense that there will be any changes when President Ross takes over. Dr. Dubois said that he was on the UNC Tomorrow Commission. The plan will need to be translated into what universities should do. He will have a difficult time with the budget.

Dean Calhoun asked about the possibility of a state spending freeze during this academic year. According to Dr. Dubois, it is clear that the government has the money to make payroll, but the governor could make a freeze just to make a statement about how serious things are.

## 6. Report of the Provost

- Everyone needs to realize that tuition increase caused tremendous recalculation in financial aid office. It kept us from having us to give back a lot of money and did not have to make cuts.

- This year's enrollment is 25,063 students. This is the most diverse student body ever with African-American students making up 14% of new freshmen and 20% of new transfers. Our undergraduate student body is 17% African-American and 5% Hispanic. More students coming in as freshmen with lots of credits. We need to take this into account in how we advise these students. The question is whether or not they will graduate in 3 or 4 years. We will look at how we get them registered and treated in SOAR sessions.
- Even though the budget is pretty grim, we have to keep an eye on the horizon and we cannot let things overwhelm us. We need to continue to build curriculum that students need for the future. We currently have several programs moving through the approval process. Several programs are going before review panels: 2 programs Master's programs in Real Estate and Public Health Policy and a PhD in bioinformatics and computational biology.
- During last FC meeting, Steve Coppola talked about reaccreditation materials for SACS. Number of people will be working on the compliance certificate. The development of our Quality Enhancement Plan will also involve faculty. We did get 8 interesting ideas from faculty, including commitment to community, digital citizenship, thematic approaches in general education, globally competent students, improvement in communication skills. The next step is for a faculty committee to look at and review the proposals. By the beginning of next semester, we will distribute funds to develop 3 of these ideas. These ideas will be discussed in front of Faculty Council, and the plan chosen to go forward will be approved by the Chancellor and the Board of Trustees. Next year, faculty will develop a comprehensive plan that will be presented to SACS. We will try to elicit more faculty input as we go along.
- We have lots of recommendations from deans on how to spend the one-time funds. We will go through that list and start to distribute that money.

#### **7. Report of the President Elect (Dr. Michael Green)**

- The call for nominations for the O. Max Gardner Award will come out soon.
- Faculty Assembly is discussing a new funding formula that is tied to student outcomes: Freshman to Sophomore retention rates, 6 year graduation rates, degree production in high need areas: education, nursing, STEM.

#### **7. Report of the President (Dr. Charles Bodkin)**

- Literacy PALS is looking for volunteers to help with grades K-8.
- Dr. Bodkin gave an update of all the faculty committees and their ongoing work.

#### **8. New business**

No new business.

The meeting adjourned at 1:35. Next meeting is November 18<sup>th</sup>.

Respectfully submitted,

A handwritten signature in cursive script that reads "Kim Harris". The signature is written in black ink on a light-colored background.

Kim Harris, Secretary