**Faculty Council**

**Minutes of January 28, 2021 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); James Tabor (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); 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); Antonis Stylianou (On Behalf of COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Interim Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Johnna Watson (On Behalf of Graduate School Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

**(Unit Representatives)**: Catherine Fuentes (ANTH); Thomas Forget (SOA); Jeff Murphy (ARTS); Robert Reid (BINF); Melanie Harris (BIOL); Kexin Zhao (BISOM); Michael Walter (CHEM); Melody Dixon (COMM); Wenwen Dou (CS); Jack Culbreth (CSLG); Sam Dewitt (CJUS); Doug Hague (DTSC); Krista Saral (ECON); Ayesha Sadaf (EDLD); Jake Smithwick (ETCM); Juan Meneses (ENGL); Yilei Zhang (FINN); Craig Allan (GYES); Joyce Dalsheim (GLBS); Ella Fratantouno (HIST); David Verrill (KNES); David Boyd (LACS); Catherine Tingelstad (LIB); Karen Ford-Eickhoff (MGMT); Charles Bodkin (MKTG); Jerry Dahlberg (MEES); Warren DiBiase (MDSK); Caitlin Moore (MSCI); Fred Spano (MUSC); Florence Okoro (SON); Rick Moll (PAS); Lisa Rasmussen (PHIL); Menelaos Poutous (PHYS); Ben Radford (POLS); Andrew Case (PSYC); Lauren Wallace (PHS); Tracy Rock (REEL); John Reeves (RELS); Phil Rutledge (SOCY); Rob Pennington (SPED); Ertunga Ozelkan (SEEM); Carlos Cruz (THEA); Amy Colombo (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Brook Muller (COAA Dean)

**(Unit Representatives)**: Paul Tanyi (ACCT); Dustin Puett (AERO); Oscar de la Torre (AFRS); Brett Tempest (CEGR); Delia Neil (DANC); Yong Zhang (ECE); Shaoyu Li (MATH); Travis Hales (SOWK); Sunshine Niu (SIS)

**Also Present (but Not Voting)**

Megan Bird (Student); Cathy Blat (College of Engineering); Jody Cebina (Distance Education); Janet Daniel (OASES); Katherine Hall-Hertel (Graduate School); Aimee Hawkins (Academic Affairs); Yvette Huet (ADVANCE); Malin Pereira (Executive Director, Honors College); Garvey Pyke (CTL); Jay Raja (Academic Affairs); Jon Reece (Registrar); Beth Rugg (OneIT); Tahlieah Sampson (Student Body President); Susan Sell (CHHS); 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.** Harden moved to approve the minutes. Ford-Eickhoff seconded the motion. The minutes for the December 3, 2020 meeting were approved unanimously.
2. **Request to Award Degree in Memoriam to Travis Christian.** McCarter moved to approve. Ford-Eickhoff seconded the motion. The request to award a degree in memoriam to Travis Christian was approved unanimously.
3. **Report of the Chancellor.** Dr. Sharon Gaber gave the following report:

* Decisions made about Spring break were made with concern about maintaining an effective teaching and learning environment. We do not want to pivot between face-to-face an online instruction multiple times. Student government made clear the importance to students of having a Spring break. The early placement of Spring break is not ideal, as early February is not considered spring, but its timing is designed to decrease the likelihood of having to pivot instructional methods back and forth.
* We are still looking at what commencement will look like. We are exploring all paths.
* This year will be the second observance of the April 30th shooting. No classes are scheduled on that day. Other activities will be announced. It will be an online observation.
* With regards to vaccinations, all faculty and staff are in Phase 3 of the State’s vaccination distribution plan. This is an evolving conversation. I encourage you to get the vaccinations when you can, when it’s your phase. The University is applying to be a vaccination site.
* Budget update: We have spent a fair amount of money on COVID. The losses and expenditures are not offset by funds received in the CARES Act and HEERF. We should be fiscally cautious as we work through this.
* Strategic Plan: We are continuing to work on the strategic plan. The goal is to have the draft to the Board in April. There are groups who love online classes and groups with the opposite feelings towards online education. We have to think how to meet the multiplicity of needs. What does our new normal look like going forward? This is what we are thinking about and what needs to be reflected in the strategic plan.

The Chancellor fielded questions.

**Q:** When can faculty expect a raise?

**A:** The UNC System said individual campuses should not be making requests, as they are working on addressing matters for the entire system. We are making the point that we have not received raises and that raises for faculty is important.

**Q:** (Harden) Can we do things locally to enhance faculty salaries?

**A:** If we have money, but I do not think we will.

**Q:** (Ford-Eickhoff) Glad to hear an openness to utilizing an online format in some form in the future. A lot of students have liked the format and I do not think it should disappear entirely after the pandemic is over.

**A:** The University and OneIT have invested in it. It’s one more modality in our arsenal.

**Q:** (Harden) What are we doing to enact recommendations to address racial disparities within the faculty?

**A:** Cheryl Waites Spellman, Interim Special Assistant to the Chancellor for Diversity and Inclusion, is working with others on a strategic diversity plan. Addressing racial disparities within the faculty will be part of the plan.

1. **Report of the Provost.** Provost Joan Lorden gave the following report:

* Spring semester – Enrollment is 28,217. This is lower than the Fall, but is a good thing, we graduated lots of students in the Fall. Despite all of the challenges, we are above our enrollment goal. 34% of our classes have some face-to-face instruction (22% traditional face-to-face and 12% hybrid). We have spent lots of time talking and surveying students. Freshmen have struggled without face-to-face. Coming to college is an adjustment in itself. It is challenging navigating their different courses and varying Canvas formats. Predictability in a Canvas course’s layout can help. Such as having quizzes on the same day each week, etc. Students want to be able to see their grades as they go along. They also have expressed their fondness for Zoom breakout rooms. Many students have said recording classes is really important. And students recognize that faculty are also struggling. They are willing to cut the faculty slack when they sense the faculty are really trying.
* Fall semester – We do not have a crystal ball. We will be operating on the basis of assuming primarily face-to-face classes. It is easier to switch from planned face-to-face instruction to online, if needed, then vice versa. We can be optimistic about the rollout of vaccines. However, we cannot assume everyone will be vaccinated by Fall. In Fall, there will still be some students and some faculty that will need online delivery. Our strategy is to assume approximately 70% classroom capacity and the rest offered online.
* Library – The Library is moving about 70% of its books to storage. This creates a tremendous amount of space for socially distanced studying.
* Office of International Programs – OIP has developed a global network learning program with a lot of success. Students are interacting with students around the world.

Provost Lorden asked if there are any questions. None raised.

1. **Report of the President-Elect.** Dr. Susan Harden said she had no remarks at this time.
2. **Report of the President.** Dr. Joel Avrin told the story of how he got interested in faculty governance. He had coordinated his department’s Ph.D. program. He wanted to preserve this program, but stories in the newspapers mentioned looming threats. He wanted to advocate for this program and for the work of universities. Avrin wanted to present the good work of universities and talked about this at Faculty Assembly. Now they are developing on Chapel Hill PBS a day in the life of a professor around the UNC System. He is looking forward to them featuring more of you (colleagues of UNC Charlotte). Additionally, Avrin shared that there is a faculty/staff racial diversity group. This group contains Chance Lewis, Celeste Corpening, Debra Smith, Tahlieah Sampson, and more, and they are working with Cheryl Waites Spellman’s office.
3. **Update on P/NC Grading Vote.** Avrin thanked everyone for voting. The vote was 43 to 3 in approval. Sometimes we have to move quickly and handle things before the next Faculty Council meeting. Thank you all for understanding and participating.
4. **Update on Impact Statement for Annual Reviews.** Avrin said at the last meeting in the Fall the Faculty Council gave the FEC the authority to set the details of this Impact Statement for Annual Reviews. What you see attached to the agenda is the final form. Thanks to you all and to the FEC for the work in shaping this.

**Q:** (Whitaker) What’s the process? Has it gone out to deans and department chairs?

**A:** It has gone to the Deans. Provost Lorden added that it went to the Deans with a request to distribute to the departments.

1. **New Business.** Nothing raised.

Whitaker moved to adjourn. Dahlberg seconded the motion. The meeting adjourned at 1:57 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 |  |
| 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 Kamalasadan |  |
| 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 | **X** | *vacant* |  |
| Library | Katie Howell | **X** | Marc Bess |  |
| **Chancellors and Deans (ex-officio)** |  |  |  |  |
| Chancellor | Sharon Gaber | **X** |  |  |
| 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 |  | Antonis Stylianou | **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 | **X** |  |  |
| Dean, College of Liberal Arts & Sciences | Nancy Gutierrez | **X** |  |  |
| Dean, Graduate School | Tom Reynolds |  | Johnna Watson | **X** |
| Dean, Library | Anne Moore | **X** |  |  |
| Dean, University College | John Smail | **X** |  |  |
| **Academic Unit Representatives** | | | | |
| Accountancy | Paul Tanyi |  | Hughlene Burton |  |
| Aerospace Studies | Dustin Puett |  | Jacob Morton |  |
| Africana Studies | Oscar de la Torre |  | Veronica Robinson |  |
| 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 |  | Michael Walter | **X** |
| 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 | **X** | Bruce Arrigo |  |
| Dance | Delia Neil |  | 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 |  | Aba Ebong |  |
| Engineering Tech. & Construction Mgmt. | Jack Smithwick | **X** | Carlos Orozco |  |
| English | Juan Meneses | **X** | Ron Lunsford |  |
| Finance | Yilei Zhang | **X** | Ping Hu |  |
| Geography & Earth Sciences | Craig Allan | **X** | Larianne Collins |  |
| Global Studies | Joyce Dalsheim | **X** | John Cox |  |
| History | Ella Fratantouno | **X** | Jurgen Buchenau |  |
| 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 | **X** | Brian Whelan |  |
| Mathematics & Statistics | Shaoyu Li |  | 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 | **X** | Hayden Hoffman |  |
| Music | Fred Spano | **X** | Dylan Savage |  |
| Nursing | Florence Okoro | **X** | Teresa Gaston |  |
| 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. | Ben Radford | **X** | Tom Barth |  |
| Psychology | Andrew Case | **X** | Alyssa McGonagle |  |
| 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 |  | Suzanne Boyd |  |
| Sociology | Phil Rutledge | **X** | Webster Murray |  |
| Software & Information Systems | Xi (Sunshine) Niu |  | Tonya Frevert |  |
| Special Education & Child Development | Rob Pennington | **X** | Shawnee Wakeman |  |
| Systems Engineering & Engr. Mgmt. | Ertunga Ozelkan | **X** | Gary Teng |  |
| Theatre | Carlos Cruz | **X** | Robin Witt |  |
| Writing, Rhetoric and Digital Studies | Amy Colombo | **X** | Mia Eaker |  |