**Faculty Council**

**Minutes of March 25, 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); 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); Jennifer Troyer (COB Dean); Fatma Mili (CCI 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)**: 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); Sam Dewitt (CJUS); Delia Neil (DANC); Doug Hague (DTSC); Ayesha Sadaf (EDLD); Yong Zhang (ECE); Jake Smithwick (ETCM); Juan Meneses (ENGL); Yilei Zhang (FINN); Larianne Collins (GYES); Joyce Dalsheim (GLBS); Ella Fratantouno (HIST); David Verrill (KNES); David Boyd (LACS); Catherine Tingelstad (LIB); Karen Ford-Eickhoff (MGMT); Charles Bodkin (MKTG); Shaoyu Li (MATH); 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); Sunshine Niu (SIS); Rob Pennington (SPED); Ertunga Ozelkan (SEEM); Carlos Cruz (THEA); Amy Colombo (WRDS)

**Voting Members Absent**

**(Ex Officio)**: Dawson Hancock (FEC, COED); Brook Muller (COAA Dean); Teresa Petty (COED Interim Dean)

**(Unit Representatives)**: Paul Tanyi (ACCT); Dustin Puett (AERO); Brett Tempest (CEGR); Krista Saral (ECON); Travis Hales (SOWK)

**Also Present (but Not Voting)**

Cathy Blat (College of Engineering); Lesley Brown (Research & Economic Development); Jody Cebina (Distance Education); Janet Daniel (OASES); Crystal Eddins (Student Equity Audit Group); Mira Frisch (Student Equity Audit Group); Katherine Hall-Hertel (Graduate School); Jesh Humphrey (V.C. of Institutional Integrity and General Counsel); Kimberly Laney (Enrollment Management); Malin Pereira (Executive Director, Honors College); Jaclyn Piatak (Chair, FRGC); Olga Pogorelsky (Office of the Registrar); Garvey Pyke (CTL); Jay Raja (Academic Affairs); Jon Reece (Registrar); Tahlieah Sampson (Student Body President); Jen Stuart (Belk College of Business); Lisa Walker (Office of Undergraduate Education); Jeff Wetherbee (OneIT); Matthew Wyse (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 February 25, 2021 meeting were approved unanimously.
2. **Report of the Chancellor.** Dr. Sharon Gaber gave the following report:

* We will be going back to a kind of Fall 2019 look for Fall 2021. However, there will be a new normal. We will not quite be the same as we were before. There will likely be some permanent teleworkers. Face-to-face classes will be increased, residence halls back to capacity, and buildings and facilities at capacity.
* I encourage everyone to get the vaccine. We are hoping to obtain the Johnson & Johnson vaccine for distribution to students.
* We will be holding commencement ceremonies in the football stadium May 13, 14, and 15. Students can have two guest tickets each.
* We are planning the April 30th memorial. It will be a virtual memorial that everyone is welcome to view. There will also be a small wreath laying ceremony that morning. The finalists for the design competition for an appropriate memorial will likely be announced on April 30th.
* Strategic Plan Update – A 22-member committee has worked over the last six months on the strategic plan. We have a framework, but the meat still needs to be added to those bones. The framework goes to the Board of Trustees in April. The committee is weighing all comments submitted. We had over 4,000 responses through surveys, focus groups, and meetings.

Gaber opened the floor for questions.

Q: Regarding the Governor’s proposed budget, what is important for faculty to know?

A: It’s a starting point and will certainly be changing. We will watch as it works its way through the legislature.

Q: HB243 allows for furloughs and pay cuts. Any insights?

A: The UNC System requested HR flexibility in response to the pandemic. HB243 offers an early retirement option and temporary salary reduction. Both of these options are time limited, and will expire. Some campuses were really struggling. UNC Charlotte is not interested in this option at this time.

1. **Faculty Research Grants Committee (FRGC) Policy Document & Revisions to Standing Rules of the Faculty Council.** Chair of the FRGC Jaclyn Piatak provided background. Our proposal is to formalize an unwritten rule to reallocate funds to help other new assistants and to put our processes in writing. Director of Research and Economic Development Lesley Brown added that the previous language vaguely states that money would go back to the larger pool. This policy puts the committee’s process in writing. The current committee believes the intent is to help our new assistants rather than money go back to senior faculty for later. Dalsheim believes this could be problematic and would like to formalize the previous practice, not this new practice. Humanities are incredibly underfunded. Money that is intended for humanities should not go to other disciplines. Piatak said the FRGC is in tune to this knowledge. Each subcommittee is allocated the same amount. There is no competition. The committee members representing the arts and humanities support this practice. Brown added that this practice is not new to this COVID year. This has been the common practice and not a function of this pandemic year. Harden moved to approve. Dewitt seconded the motion. The Faculty Research Grants Committee policy document and revisions to the Standing Rules of the Faculty Council were approved with seven opposed and two abstentions.
2. **Revisions to University Marshal Policy.** Whitaker moved to approve. Harden seconded the motion. The revisions to the University Marshal Policy were approved unanimously.
3. **Revisions to Academic Honors Policy.** Honors College Executive Director Malin Pereira had some suggestions. First, “superb” is of the highest order, so Pereira suggested swapping “outstanding” in the Chancellor’s List and “superb” in the Dean’s List. Second, “less than” should be changed to “fewer than” 48 credit hours. Gutierrez concurs. Finally, a title change recommendation. To not confuse with the Honors Program, perhaps changing “Academic Honors” to “Academic Honors Related to GPA” or something to that effect. Someone suggested “Academic Distinctions”. Pereira said that works well. Harden moved to approve the revisions with the three additional revisions suggested by Pereira. Ford-Eickhoff seconded the motion. The revisions to the Academic Honors Policy, as amended, were approved unanimously.
4. **Revisions to Declaring Undergraduate Majors & Minors Policy.** Avrin noted that Susan McCarter, Mira Frisch, and Crystal Eddins of the Student Equity Audit Working Group are here if there are questions. Neil said in Applied Dance there are lots of students who want to double major, so we have a concentration that makes it more flexible to earn a double major, the Applied Major plus a second major. This has been helpful for our department. Frisch says requiring a second major goes against University policy. This policy revision is only making that current policy clearer. Spano asks if Dance can have an exception. Lorden added that requiring a second major only slows down a student’s progress to degree. Nothing prohibits a student from getting a second major, but we should not be requiring it. McCarter agrees that nothing prohibits a student from earning a second major, the issue is requiring/mandating a student earn a second degree. Dalsheim thinks what Dance has done is a great idea and thinks it can be a model for others to follow. Fuentes added that her department used to require a minor and stopped that practice due to the financial burden on students. Harden moved to approve. McCarter seconded the motion. The revisions to the Declaring Undergraduate Majors and Minors Policy were approved unanimously.
5. **Revisions to Baccalaureate Degree Progression Policy.** S McCarter said there are no significant changes, the revisions just make things clearer. Hague said it looks like the revisions match the changes made to summer term, which is great. Harden moved to approve. Whitaker seconded the motion. The revisions to the Baccalaureate Degree Progression Policy were approved unanimously.
6. **Report of the Provost.** Dr. Joan Lorden gave the following report:

* For Fall, we are trying to plan in a situation of uncertainty. We are hoping a large proportion of our campus will be vaccinated. We are going forward planning for a mostly face-to-face fall schedule with perhaps 70% of classes as face-to-face. No one is registered yet, but it looks roughly like we will meet this mark.
* At the Library, many of the books are now located in remote site. This freed up space has been converted to study space. Books can still be brought to you quickly.
* Admissions applications to graduate programs are very high and strong. Undergraduate admissions are also doing well. Transfer numbers are down. These are students that were hardest hit by the pandemic impact. Our retention from Fall to Spring is well. Incoming students are looking forward to face-to-face classes.
* We are developing guidance on the use of webcams. Should you be required to turn on webcam? Guidelines and syllabus language being developed to help faculty on this issue. I will be circulating that to the Faculty Executive Committee (FEC) for comments.
* Students want more information about LBST courses ahead of registration.
* Students would like faculty to post syllabus online before the start of the semester.
* There is a committee looking at course evaluations. Looking into potential bias.

Lorden fielded questions.

**Q:** What can faculty with health concerns do?

**A:** We knew some faculty and some students would have concerns with face-to-face and we have recommended to department chairs to try to take these things into account while meeting the needs for students in delivering the curriculum. Department chairs can come forward and talk to us. Human Resources, Academic Affairs, and department chairs will work together to try to meet the needs of those faculty. We have gone through great lengths to make the campus and classrooms safe for faculty, staff, and students.

Avrin added that we could work with FEC to keep the conversation going about faculty involvement as we move towards Fall.

**Q:** Are faculty required to teach twice as many sections?

**A:** No. Departments offering a face-to-face section and an online section could be helpful. We have to have enough seats to handle the students to help them complete their programs. We will not be at 6 feet distancing. Right now, CDC says 3 feet. We don’t know if this will change by Fall.

1. **Report of the President-Elect.** Dr. Susan Harden thanked everyone who has nominated themselves or someone else for faculty governance positions. The deadline is tomorrow. We still need one nomination for Chair of the Faculty Welfare Committee.
2. **Report of the President.** Dr. Joel Avrin said a letter has been drafted to support the UNC System Racial Equity Task Force Recommendations. The intent is to let the Board of Governors know we support these recommendations.

Harden moved to extend the meeting. Whitaker seconded the motion. The motion to continue the meeting past the 2:15pm end time was approved.

Harden moved to approve the draft letter. Whitaker seconded the motion. The UNC Charlotte letter supporting the UNC System Racial Equity Task Force Recommendations was approved unanimously.

1. **New Business.** None.

Whitaker moved to adjourn. Harden seconded the motion. The meeting adjourned at 2:31 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 |  | 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 | **X** |  |  |
| Dean, College of Computing & Informatics | Fatma Mili | **X** |  |  |
| Dean, College of Education | Teresa Petty |  |  |  |
| 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 | **X** | 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 | **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 | **X** | Bruce Arrigo |  |
| Dance | Delia Neil | **X** | Kim Jones |  |
| Data Science | Doug Hague | **X** |  |  |
| Economics | Krista Saral |  | 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 | **X** | Ron Lunsford |  |
| Finance | Yilei Zhang | **X** | Ping Hu |  |
| Geography & Earth Sciences | Craig Allan |  | Larianne Collins | **X** |
| 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 | **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 | **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 | **X** | 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 |  |