

Faculty Council Minutes

October 27, 2011

NOTE: The attendance sheets for this meeting were inadvertently misplaced. Two attendance sheets will be distributed at the November 17th meeting and members can indicate if they or their alternate attended the October 27th meeting. That attendance sheet will then be added to these minutes.

Meeting was called to order by President Michael Green at 12.31 PM.

1. Approval of the minutes of the September 29, 2011 Faculty Council meeting.

The secretary received several corrections in regard to attendance plus the email address for the Faculty President should be – facultypresident@uncc.edu (without a 'dot' between faculty and president). Jernigan moved that the minutes be accepted with corrections. Fielding seconded the motion, which passed unanimously.

2. Motion to Award Degrees

The following motion was received from Provost Lorden: *I move that, consistent with the Board of Trustee's Resolution on May 5, 1980, the Faculty recommend to the Chancellor that appropriate degrees be conferred on all candidates who have met the established requirements of the Faculty since August and that the degrees have an award date of December 2011*

Exum seconded the motion. There was no discussion and the motion passed unanimously.

3. Motion to award a Posthumous degree

The Belk College of Business faculty submitted a motion to award Steven T. Casseday a posthumous degree, B.S.B.A. in Finance. The conditions for such an award have been met. The individual had 98 hours, which is over the threshold of 90 hours and was in academic good standing. Bodkin seconded the motion, which passed unanimously

4. Motion from FESC to change Policy #98

The Faculty Employment Status Committee forwarded the following motion, which was approved by the Faculty Executive Committee:

FESC recommends the following phrase be added to Policy #98: "and/or gender identity and expression." The phrase could be included after the term "sexual orientation" in the third sentence so that it will then read: "It is the policy of the University of North Carolina at Charlotte that the sexual orientation and/or gender identity and expression of an individual be treated in the same manner."

This motion originated in the student Senate. The motion was seconded by Souffrant and passed unanimously.

5. Motion from Graduate Council regarding a revision in the admissions GPA requirements.

The Graduate Council moves that effective immediately, the minimum overall GPA for admission to a master's degree program at UNC Charlotte be raised from 2.75 on a 4.00 scale to 3.00 on a 4.00 scale and that the following revised Graduate Catalog copy be approved:

Doctoral and Master's Programs: *To be admitted to a doctoral or master's program, an applicant must have earned an overall GPA of at least 3.0 (based on a 4.0 scale) in the undergraduate degree or in the latest graduate degree program. However, because admissions decisions are based on a holistic review of an application, exceptions to this minimum GPA requirement may be made on a case-by-case basis as warranted. A given program may have more rigorous admissions criteria.*

Green noted that this practice is already occurring and approval would make it official. Kuhns seconded the motion.

Questions/Discussion: The motion first came to the FEC last spring. The FEC returned it to the Graduate

Council to clean up possible discrepancies between what the motion said and what was actual practice at UNC Charlotte. Those discrepancies were addressed.

To clarify, if someone applies for any program they have to have at least a 3.0 in their undergraduate degree? Yes, but there is language in the catalog copy indicating the decision process is holistic and the departmental coordinator reviews the entire file. So it is possible a worthy candidate can be admitted with less than a 3.0 GPA. The file goes to the departmental coordinator first for review and they make the recommendation to the Graduate School as to admission. The departmental coordinator would need to justify the acceptance of a candidate with less than a 3.0 GPA. It is not a cut off score. There was concern that applicants would see it as a cut off score and not apply. Students can apply as a post-baccalaureate with a lower GPA.

Do departments need to adhere to the same language the Graduate School on their websites and in marketing materials? Yes they do.

What is the point of raising the GPA? Is it to minimize the number of applications? No, it's primarily competition. Other UNC system schools have this same requirement. As the graduate student enrollment grows, the idea is to increase the standards.

The motion passed with two opposed and one abstention.

6. Appointment of Faculty Honorary Degree Advisory Committee alternate:

The standing rules indicate "at least one faculty member to serve as an alternate voting member will be nominated by the FEC and elected by the Faculty Council." The FEC nominated Rosie Tong to be the alternate to the committee. Souffrant seconded the nomination. Rosie Tong was unanimously elected.

7. Informational Presentations

In the way of introduction President Green indicated two of the presentations were in response to several questions regarding campus safety and security asked at the open faculty meeting after convocation in September. The other two were two campus initiatives/projects related to academic advisement and student retention. The following are highlights from each presentation.

49er Rebound (Cathy Blat, Director, University Center for Academic Excellence)

- A package of services designed by UCOL to help student get off probation.
- Targets new freshmen on probation, based on research and best practices.
- Student on probation have 3 options (self selected)
 - Students Obtaining Success (SOS): a mentoring program, hands-on, one-to-one
 - UCOL 1300 course (2 credits, 10 weeks): similar to a freshman seminar but with a focus on their probation status and what they can do to improve that status.
 - Peak Performance: contract based online course that guides them through the use of resources
- Results from Spring of 2011 class
 - 462 freshmen on probation
 - 390 of them came back in the spring
 - 51% of the students that participated in the program were successful in getting off probation
 - if there was no intervention only 30% were able to get off probation
 - we retained 63% of those who participate compared to 31% of those who did not participate
- The mentoring program and the UCOL course are the most affective of the three options.
- This year they are expanding to all colleges and expect to contact about 450 freshmen and 50 transfers.
- For more information contact the Center for Academic Excellence, the University College and/or the University Advising Center
- It was noted that faculty could have an impact on the students by recommending that students on probation self-select into one or more of these programs

Campus Safety (Jeff Baker, Chief of Police and Director of Police & Public Safety and Hank James, Associate Vice Chancellor for Risk Management, Safety and Security)

- Operations in this unit touch all aspects of campus.
- Their goal is to provide safe & secure environment; integrate a culture of safety; envision a crime free campus
- They have fairly successful at decreasing the crime rate on campus
 - 140 auto crimes 2 years ago – this year 11
- All officers are trained and certified. They are assigned to foot beats, bicycle routes, mule routes (Kawasaki 4x4, fuel efficient, green technology, get into place you can't get a vehicle).
- Assignments are data drive and they hold officers accountable for lower crime
- Also responsible for emergency management

Questions/Discussion

- Green - What is the response time when someone pulls one of the blue poles? It should take 25 seconds to a minute get someone there depending on where the officers are.
- What do you do to help protect students & faculty during evening classes? All officers are at decks (parking) when classes change, especially in the evening. They concentrate their efforts towards vulnerable areas.
- What do you do to monitor non-campus folks? They have a motto - non-students not welcome. Most crime on campus is committed by non-students. They monitor Atkins closely since that seems to be a magnet. But it is a public university and people can come to campus so they have to be balanced in their approach.
- Jernigan commented about the problem with lighting around the Fretwell quad. They know that it is a problem and they are working on it with facilities management folks.
- Do you monitor the performance calendar? Yes, they try to stay in contact with any group that has activities at night.

Campus Safety and Security Committee (David Spano, Chair)

- Meet monthly and have issued four reports
- *Charge:* Develop a comprehensive plan to ensure the safety and security on campus focusing on behavior that could put community members at risk. They can recommend changes to policy, budgetary priorities, and they are to assess community perception of safety and security.
- Membership
 - Staff from all divisions
 - Undergraduate & graduate students
 - Faculty
- Guiding principles
 - Campus is safe but they want to make sure it's as safe as possible
 - Be proactive by preventing threats to safety
 - Also need to reactive when they need to be
 - Need to balance concerns about safety with academic freedom, freedom of movement, individual privacy and reasonable public access to the campus
- The plan they develop has three broad areas
 - Prevention which includes safety education and assessing potential threats to safety, relationship between substance abuse and violence, mental health promotion
 - Preparedness which includes law enforcement and emergency communications
 - Recovery including resources for victims of crimes.
- Best Practices being implemented
 - Campus Behavioral Intervention: One of the things that have come out of this team is the Involuntary Protective Withdrawal Policy.
 - An online reporting mechanism is about to go live for the faculty and staff

- There is a parallel mechanism in human resources for employees that might pose a safety threat
- Comprehensive alcohol abuse program
- Established a relationship violence position in the health center
- Mental health services
 - A certified counseling center
 - Hire a fulltime psychiatrist
 - Close working relationships with other community support services
- All buildings have emergency safety plans. There are also plans for major events on campus such as basketball and football.
- Much less crime on campus, better morale within the police department, better visibility of police
- Campus warning system

Questions/Discussion

- Morgan referred to an incident that occurred in her department and wanted to know what procedures should have been followed. If it is an eminent threat you should call the police. A police report would be filed. If a student is involved it may be forwarded to the Dean of Students if it involves public conduct charges. Short of a public conduct charge the Campus Behavior Invention Team could get involved. The chancellor commented that they have the capacity for instantaneous suspension.
- What is the status of the people who come to campus to speak by the Bell tower? Do they need or have permits? The committee has not addressed this issue specifically but the police do monitor the situation out there. The issue is free speech. The chancellor indicated that we have to walk a very delicate line. The speakers know exactly where the line is and will come right up to it. If they or the students cross the line the police will intervene.

Niner Advisor: Online Advising Tool (Dr. Roy Fielding, Taskforce Chair)

- Is now live and he shared screen shots of the system
- Home grown system that
 - Captures advising notes and other documents
 - Allows students to schedule appointments online (working very well)
 - Allow advisors to view their appointments and the appointments go to their calendars
 - Send email reminders to both the faculty/advisor and student
 - Export data for the purpose of assessment
 - Import data from Banner to create student profiles
 - Be as intuitive as possible and very secure

Questions/Discussion

- Has this been interfaced with Moodle? Not yet but that is the plan.
- Can it automatically send information about 49er Rebound Programs? Yes, that can happen but doesn't yet. The faculty needs to send that information now.

8. Report of the Chancellor (Dr. Philip Dubois)

- You can now purchase an official UNCC vanity plate for you car. \$15 of the fee goes to support student scholarship fund.
- Budget
 - *Current year ending June 2012 (FY12):* We started out in a little bit of a hole not only because we gave back 16.2% of our appropriation but also because in the 1st week of June the state did a cash sweep. We lost about 5 million dollars. That was money we had intended to spend on a variety of purchases and projects that would have been paid out of last years budget but now has to be paid out of this years budgets. So we now have to take 5 million dollars out of this budget, which is a significant amount, to pay vendors and contracts that we hadn't anticipated. We are planning for another 2% reversion. All of the campuses have to plan for it, but no one knows if or when it will happen. The 1st quarter state revenue ran ahead of the state budget, but the first quarter always

looks good so it's not a good indication of what will happen the rest of the year. The state has a structural ongoing deficit in Medicare and the hurricane recovery has put a heavy drain on the budget. This suggests that the state has between 350 and 500 million dollar problem. We will have to wait and see how the second quarter numbers look. We have asked the state budget people to give the earliest possible notice of what we have to deal with. We asked that last year and were told in April there would be no further reversion and then in June they did the cash sweep. There is now an incentive in the system to spend it early if you have it. Problem is if you spend it early and later they ask for a reversion you don't have it to give. We have tried to take as much of the pain centrally and not have to go to the deans or vice chancellors for the monies. If there is a 2% reversion we can probably handle it centrally but that means we will have a small cash balance to deal with emergencies. In a nutshell it is still a very fluid situation.

- *Continuing budget stating July 2012 through June 2013 (FY13)*: Because of the reality of this year's budget we are trying to figure out how we will deal with additional permanent cuts. The chancellor is, at the moment, hesitant to say what those would be but we don't have that much flexibility left centrally. We are all going to have to think together on how we would deal with further cuts. There is a possibility that we can offset some of those cuts with a tuition increase. The Board of Governor's has a policy of a 6.5% cap on tuition and fee increases. Fees don't matter since they support things that are not in the state appropriation. A 6.5% tuition increase could help offset some of the cuts we have suffered in appropriation cuts. But not fully, since two thirds of our instructional dollars come from appropriations and about one third comes from tuition. We would have to almost double the tuition to offset the cuts. There are reasons to think we could go beyond 6.5%. The Board of Governors has indicated that if our tuition is significantly lower than our peer institution we could ask for more than 6.5%. We believe we are significantly underpriced relative to those peers. The problem with this is the economic condition of our student body. In 2008 58% of our students were on financial aid, in 2010 66% were on financial aid. Three/four years ago 40% were receiving loans, 52% are now receiving loans. Percent of students on PELL grants three/four years ago was 26%, last year was 40%. So we have to very careful. If we raise the tuition too high and students have to drop out, we will actually have a decrease in revenue. This is tricky because this year tuition went up but so did student enrollment and continuing student enrollment. At other campuses that was not the case.

9. Report of the Provost (Dr. Joan Lorden)

- Registrar informed the Provost that 8,800 unsatisfactory mid-term grades were reported. An email went out to the faculty suggesting things they might do in their classes to encourage students. Two thirds of the students who have a D at mid-term can pull themselves up to a C, and one third of the students with a mid-term grade an F can also pull themselves up. We know that a word from faculty carries the most weight and impact.
- Campus is moving forward on the QEP project. Each college has a team working on college plans. Another committee is working on one with CLAS & University College. The committees are beginning to define the specific objectives of the QEP.
- There is a committee being chaired by Eric Heberlig (Political Science) and Betty Doster (Chancellor's Cabinet) that is working on what is being called the '49er Democracy Experience', which is to help student and faculty become involved with the Democratic Convention in the fall of 2012. Eric solicited information about courses that relate to the convention themes. A web site is being created that will detail those courses, which is a rather long list, and provide what will be call the 49er democracy curriculum. The career center website has information about opportunities for student internships.

10. Report of the President Elect (Dr. Ed Jernigan)

- Faculty President Elect Jernigan announced the O. Max Gardner committee has selected Boyd Davis to be the university's nominee this year.

11. Report of the President (Dr. Michael Green)

- Next month the council will take up the motion about electronic student evaluations. If you go to the <http://studentcourseevals.uncc.edu/> you can find a list of frequently asked questions and responses to the questions.
- Green queried the council to find out how many departments/colleges have discussed the FESC community engagement motion that was tabled last spring. No one indicated that any discussion has taken place. He indicated he needed to get things moving again because the committee would like to have feedback from the faculty so they can address their concerns before the motion is taken off the table, which now may not be until the beginning of the spring semester. Please direct feedback to Aimee Parkinson who is the chair of the committee.
- Starting this semester we have been taping the Faculty Council meetings and you will be able to find these tapes on the faculty governance website. This meeting is subject to the open meetings law. If you have a concern about this please convey this to President Green at facultypresident@uncc.edu .
- We have had a couple of committee membership changes. David Gilmore who is in England has resigned from the FESC and he has been replaced the former alternate Tony Scott.
- Faculty Welfare Committee was elected a year ago with everyone on staggered terms that expired at the same time. What we did, with agreement of the FEC and FWC members, was put all the names in a hat and drew five names. Those members will have a 2013 expiration date instead of a 2012 date.
- FCUC has asked if they could change their name. Green indicated that FEC & FC would probably look favorably on such a motion.

Adjourned 1:50

Submitted by



Judy Walker, Secretary