

Faculty Council

Minutes of September 30, 2021 Meeting

Voting Members Present

(Ex Officio): Susan Harden (President); Joel Avrin (Past President); Debra Smith (Secretary); Aspen Hochhalter (FEC, COAA); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Sukumar Kamalasadana (FEC, COE); Anton Pujol (FEC, CLAS); Karen Flint (FEC, CLAS); Katie Howell (FEC, LIB); Sharon Gaber (Chancellor); Joan Lorden (Provost); Rick Tankersley (V.C. for Research and Economic Dev.); Jennifer Troyer (COB Dean); Bill Tolone (On Behalf of CCI Dean); Teresa Petty (COED Dean); Robert Keynton (COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); Anne Moore (Library Dean); John Smail (UCOL Dean)

(Unit Representatives): Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Alex Dornburg (BINF); Andrew Truman (BIOL); Kexin Zhao (BISOM); Christopher Bejger (CHEM); Wei Fan (CEGR); Craig Paddock (COMM); KR Subramanian (CS); Susan Furr (CSLG); Sam Dewitt (CJUS); George Shaw (DTSC); Krista Saral (ECON); Stella Kim (EDLD); Aba Ebong (ECE); Jake Smithwick (ETCM); Juan Meneses (ENGL); Ethan Chiang (FINN); Craig Allan (GYES); Peter Thorsheim (HIST); Jose Batista (LACS); Jeff McAdams (LIB); Karen Ford-Eickhoff (MGMT); Ming Chen (MKTG); Eliana Christou (MATH); Hilary Dack (MDSK); Caitlin Moore (MSCI); Jeremy Marks (MUSC); Kelly Powers (SON); Lisa Rasmussen (PHIL); Menelaos Poutous (PHYS); Joanne Carman (POLS); Victoria Scott (PSYC); Lauren Wallace (PHS); Maddie Colonnese (REEL); Julia Moore (RELS); Travis Hales (SOWK); Phil Rutledge (SOCY); David Wilson (SIS); Chris O'Brien (SPCD); Ertunga Ozelkan (SEEM); Carlos Cruz (THEA); Amy Colombo (WRDS)

Voting Members Absent

(Ex Officio): Dongsong Zhang (FEC, COB); CHHS Rep (FEC, CHHS); Alan Rauch (FEC, CLAS); Kevin Bailey (V.C. for Student Affairs); Brook Muller (COAA Dean)

(Unit Representatives): Dustin Puett (AERO); Bonnie Noble (ARTS); Kim Jones (DANC); Joyce Dalsheim (GLBL); Jerry Dahlberg (MEES); Gordon Olson (PAS)

Guests Present (Not Voting)

David Dearden (Academic Advising Center); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Garvey Pyke (CTL, Director); Heather McCullough (CTL); Kim Bradley (Chancellor's Office); Jennifer Ames Stuart (COB); Pat Mynatt (COB); Greg Weeks (CLAS); Asher Haines (Continuing Education, Director); Jody Cebina (Distance Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Tyler Smith (Enrollment Management); Fumie Kato (FLSC, Chair); Razaan Abnowf (FLS recipient); Maggie Church (FLS recipient); Tracy Griffiths (FLS recipient); Kristen Minehart (FLS recipient); Rei Rama (FLS recipient); Julie Goodliffe (Graduate School); Katherine Hall-Hertel (Graduate School); Johnna Watson (Graduate School); Peter Ferdinando (History); Malin Pereira (Honors College, Executive Director); Jesh Humphrey (Legal Affairs, Counsel); Sam Sears (Legal Affairs); Janet Daniel (OASES); Jon Reece (Registrar); Cathy Blat (Student Development and Success); Dick Beekman (Student Government Association); Lisa Walker (Undergraduate Education)

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1. **Call to Order, Introduction.** Faculty President Susan Harden called the meeting to order at 1:00 P.M., welcomed everyone to the first Faculty Council meeting of the academic year, and introduced Fumie Kato, Chair of the Faculty Legacy Scholarship Committee (FLSC).

 2. **Introducing Faculty Legacy Scholarship Recipients (Dr. Fumie Kato).** Kato shared a PowerPoint presentation on screen. Her presentation showed who the members of the FLSC are, explained what the Faculty Legacy Scholarship is, and provided the website (fls.charlotte.edu). Kato introduced the 2021-2022 recipients of the Faculty Legacy Scholarship: Maggie Church, Rei Rama, Razaan Abnowf, Tracy Griffiths, and Kristen Minehart. Each student was present at the meeting and thanked the faculty. Kato noted that of 1,087 full-time faculty members at UNC Charlotte, only 18 are contributors to this scholarship fund (approximately 1% participation rate). She explained how easy it is to become a contributor, how small donations are perfectly acceptable, and how you can cancel at any time. Kato encouraged everyone to become a contributor and disseminate this scholarship information to your department. Harden added a goal. Since small donations are accepted, she would like to see a 75% participation rate.

 3. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:
 - Last week we announced Brandon Wolfe as the new Chief Diversity Officer. We appreciate everything Cheryl Waites Spellman has done for us in this role and she is assisting the transition.
 - UNC Charlotte has been ranked in two categories for the first time by U.S. News and World Report: #47 in social mobility and #70 in most innovative.
 - We are starting the Provost search. The first committee meeting is today. The search is being co-chaired by Dean Catrine Tudor-Locke and Dean Robert Keynton.
 - Starting in July 2022 there will be some structural organizational changes. The Vice Chancellor for Research and Economic Development will report directly to the Chancellor, rather than the Provost. The position of the Executive Director of the Honors College will become the Dean of the Honors College. An Associate Provost position is being created to lead the new School of Professional Studies. Provost Joan Lorden added that an Associate Provost for Faculty Affairs is also being created to better serve the needs of our faculty and that Institutional Research and the Office of Assessment and Accreditation will be merged with an Associate Provost position created to lead the new unit.
 - We will also undertake a review of the College of Liberal Arts & Sciences. This is a natural transition period as our tremendous Dean Gutierrez is retiring. We will pull data and set a group together to review over the year.
 - Gaber told the Faculty Council that you can email her with anything and she is open to input. Gaber tries to reach out; she wants to hear from you and receive your thoughts.

4. **Report of the Provost (Dr. Joan Lorden).** Lorden gave the following report:
- Lorden talked about the extension of tenure clock due to challenges caused by COVID. Lorden met with the Faculty Employment Status Committee (FESC) on this issue. Pandemic effects are different for everyone. We spent time looking at the extension put in place in April 2020. That extension is still available to everyone employed at that time. A clarifying message was sent out to ensure everyone understands that.
 - We are taking a careful look at education abroad and any kind of international travel. We are optimistic.
 - A revision of General Education is underway. There has been lots of input on the framework. We are setting up work groups to look at the details.
 - Senior Associate Provost Jay Raja is going back to the faculty at the end of this academic year. We will put an understudy in place to transfer as much of his knowledge to another person as possible.

Q: Dewitt asked Lorden to clarify the second RPT extension.

A: The second extension is on a case-by-case basis, but here is a helpful form. Dean Gutierrez added there has always been a case-by-case basis for extension requests for varying reasons.

5. **Consent Agenda.** Harden talked about this new agenda process. Due to volume of agenda items that come before this council, it was decided to use a Consent Agenda. Each item on the Consent Agenda has undergone extensive review. If someone wants to discuss an item further, a single vote can move an agenda item out of the Consent Agenda and into the regular agenda. Ford-Eickhoff moved to approve the Consent Agenda. Dewitt seconded the motion. The motion passed and the following items were approved:
- a. Approved Minutes of the Faculty Council Meetings of April 29, 2021 & May 13, 2021
 - b. Approved Request to Award Degree in Memoriam to Christopher D. McDonald
 - c. Endorsed Revision of University Policy 101.3 *Amorous Relationships between Students and Faculty Members or Other University Employees*
 - d. Endorsed Revision of University Policy 101.25 *Familial Relationships between Students and Faculty Members or Other University Employees (Nepotism)*
 - e. Approved Revision of Course Numbering and Status Policy
 - f. Approved Revision of Classroom Attendance Policy
 - g. Received Legislative Report
6. **Resolution to Support the Completion of Diversity and Inclusion Online Course.** Harden offered background. Vector Solutions was chosen to offer course. Participation is voluntary. This resolution encourages all faculty to participate. Dewitt moved to approve. Ford-Eickhoff seconded the motion. The Resolution to Support the Completion of Diversity and Inclusion Online Course was approved.

7. **Resolution for Support by the CLAS Faculty council Regarding the Safety, Efficacy, and Need of a COVID-19 Vaccine Mandate: Seeking University Faculty Council Endorsement.** On September 17, 2021 the College of Liberal Arts & Sciences (CLAS) passed a resolution and CLAS Faculty Council has presented it to Faculty Council asking for endorsement. Several other colleges have endorsed the resolution. Faculty Executive Committee has also endorsed and similar actions have been passed across the UNC System. Flint moved to endorse the resolution. Smith seconded the motion. The agenda item was opened for discussion. One member shared feedback from her department. There was some strong opposition to mandate and fears of retaliation for speaking out against a mandate. Others agreed in the chat and said they received similar feedback in their departments. Gaber added that we have been told that the Board of Trustees do not have the authority to mandate a COVID-19 vaccine. We are waiting to hear guidance on President Biden's mandates. Jesh Humphrey said we are likely to be subject to the OSHA requirements. We have a mandatory testing plan, so we are in compliance. Another member noted that the resolution mentions a medical exemption, but no religious exemption. Fuentes noted that UNCC Health has a set of exemptions statuses in place for other vaccines covering religious and other exemptions. The motion to approve was called for a vote. Multiple votes against, but the motion carried. The Resolution Regarding the Safety, Efficacy, and Need of a COVID-19 Vaccine Mandate was approved.

8. **College and Departmental Best Practices for RPT: Recommendations for Revisions.** Harden said this comes from the Faculty Equity Audit Working Group with four recommendations. Both the Faculty Employment Status Committee (FESC) and the Faculty Executive Committee (FEC) have endorsed. The document has been divided into a series of possible motions. Harden read motion one. Poutous said it should be made clear this only applies to internal reviewers (CRC and DRC) and not external reviewers. Troyer and Gutierrez says "materials" should be more precise, such as "faculty dossier". Harden read motions two, three, and four. Troyer ponders why a 12-page limit and wonders what motion three is getting after. Harden answered it provides a second-level review. Best practices research found a 12-page limit best. There was consensus that this item warrants more discussion. Harden said we'll bring this item back next meeting.

9. **Report of the Past President (Dr. Joel Avrin).** Avrin indicated there is nothing new to report at this time.

10. **Report of the President (Dr. Susan Harden).** Harden said she is advocating for faculty raises at every opportunity. An early retirement program may soon be available for a period. Harden received more details from Associate Vice Chancellor for Human Resources Gary Stinnett. Harden read some of Stinnett's comments. UNC Charlotte is still waiting for implementation guidelines from the System on this program, but it is called the UNC Early Retirement Incentive Program (ERIP). It will not be required to be used, but is available as a campus cost-saving option. Once we get the actual implementing details from the System Office, Human Resources will have more to offer on the subject.

11. **New Business.** No new business was raised. Harden noted that the next meeting is October 28, 2021.

The meeting adjourned at 2:17 P.M.

Minutes taken 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	Susan Harden	X	n/a	
Past President	Joel Avrin	X	n/a	
Secretary	Debra Smith	X	n/a	
Arts + Architecture	Aspen Hochhalter	X	Chris Jarrett	
Business	Dongsong Zhang		Xiuli He	
Computing & Informatics	Heather Lipford	X	Xi Niu	
Education	Dawson Hancock	X	Greg Wiggan	
Engineering	Sukumar Kamalasan	X	<i>vacant</i>	
Health & Human Services	<i>vacant</i>		Susan McCarter	
Liberal Arts & Sciences	Anton Pujol	X	Lisa Rasmussen	
Liberal Arts & Sciences	Karen Flint	X	<i>vacant</i>	
Liberal Arts & Sciences	Alan Rauch		Joanna Krueger	
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			
Dean, College of Arts + Architecture	Brook Muller			
Dean, College of Business	Jennifer Troyer	X		
Dean, College of Computing & Informatics	Fatma Mili		Bill Tolone	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	X		
Dean, Library	Anne Moore	X		
Dean, University College	John Smail	X		
Academic Unit Representatives				
Accountancy	Hughlene Burton	X	<i>vacant</i>	
Aerospace Studies	Dustin Puett		Don Land	
Africana Studies	Debra Smith	X	Veronica Robinson	
Anthropology	Catherine Fuentes	X	Jon Marks	
Applied Physiology, Health & Clinical Sci	David Verrill	X	Sarah Hess	
Architecture	Thomas Forget	X	Betsy West	
Art & Art History	Bonnie Noble		Jeff Murphy	
Bioinformatics & Genomics	Alex Dornburg	X	Rich White	
Biological Sciences	Richard Chi		Andrew Truman	X
Business Info. Systems & Oper. Mgmt.	Kexin Zhao	X	Ram Kumar	

Chemistry	Christopher Bejger	X	Joanna Krueger	
Civil & Environmental Engineering	Wei Fan	X	Milind Khire	
Communication Studies	Craig Paddock	X	Melody Dixon	
Computer Science	KR Subramanian	X	Mohsen Dorodchi	
Counseling	Susan Furr	X	Lyndon Abrams	
Criminal Justice + Criminology	Sam Dewitt	X	Bruce Arrigo	
Dance	Kim Jones		Kaustavi Sarkar	
Data Science	Wlodek Zadronzny		George Shaw	X
Economics	Krista Saral	X	Paul Gaggl	
Educational Leadership	Stella Kim	X	Ayesha Sadaf	
Electrical & Computer Engineering	Aba Ebong	X	Linda Xie	
Engineering Tech. & Construction Mgmt.	Jack Smithwick	X	<i>vacant</i>	
English	Juan Meneses	X	Mark West	
Finance	Ethan Chiang	X	Kiplan Womack	
Geography & Earth Sciences	Craig Allan	X	David Vinson	
Global Studies	Joyce Dalsheim		John Cox	
History	Peter Thorsheim	X	<i>vacant</i>	
Languages & Culture Studies	Jose Batista	X	Michael Doyle	
Library	Jeff McAdams	X	Nikki Thomas	
Management	Karen Ford-Eickhoff	X	Torsten Pieper	
Marketing	Ming Chen	X	Nima Jalali	
Mathematics & Statistics	Eliana Christou	X	Kevin McGoff	
Mechanical Engineering & Engr. Sci.	Jerry Dahlberg		Kamia Smith	
Middle, Secondary & K-12 Education	Hilary Dack	X	Warren DiBiase	
Military Science	Caitlin Moore	X	Josh Garner	
Music	Jeremy Marks	X	Jessica Lindsey	
Nursing	Teresa Gaston		Kelly Powers	X
Performing Arts Services	Gordon Olson		Matthew Fraiser	
Philosophy	Lisa Rasmussen	X	Shannon Sullivan	
Physics & Optical Science	Menelaos Poutous	X	Vasily Astratov	
Political Science & Public Admin.	Joanne Carman	X	Martha Kropf	
Psychology	Victoria Scott	X	Andrew Case	
Public Health Sciences	Lauren Wallace	X	Jessamyn Bowling	
Reading & Elementary Education	Maddie Colonnese	X	Amy Good	
Religious Studies	Julia Moore	X	Sean McCloud	
Social Work	Travis Hales	X	Suzanne Boyd	
Sociology	Phil Rutledge	X	Joseph Dippong	
Software & Information Systems	David Wilson	X	Bill Chu	
Special Education & Child Development	Chris O'Brien	X	Gloria Campbell-Whatley	
Systems Engineering & Engr. Mgmt.	Ertunga Ozelkan	X	Gary Teng	
Theatre	Carlos Cruz	X	Kaja Dunn	
Writing, Rhetoric and Digital Studies	Amy Colombo	X	Mia Eaker	