

Faculty Council

Minutes of October 28, 2021 Meeting

Voting Members Present

(Ex Officio): Susan Harden (President); Joel Avrin (Past President); Debra Smith (Secretary); Aspen Hochhalter (FEC, COAA); Dongsong Zhang (FEC, COB); Heather Lipford (FEC, CCI); Dawson Hancock (FEC, COED); Sukumar Kamalasan (FEC, COE); Judy Cornelius (FEC, CHHS); 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.); Kevin Bailey (V.C. for Student Affairs); Jennifer Troyer (COB Dean); Fatma Mili (CCI Dean); Teresa Petty (COED Dean); Ron Smelser (On behalf of COE Dean); Catrine Tudor-Locke (CHHS Dean); Nancy Gutierrez (CLAS Dean); Katherine Hall-Hertel (On behalf of Graduate School Dean); Anne Moore (Library Dean)

(Unit Representatives): Hughlene Burton (ACCT); Debra Smith (AFRS); Catherine Fuentes (ANTH); David Verrill (APHC); Thomas Forget (SOA); Jeff Murphy (ARTS); 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); Joyce Dalsheim (GLBL); Peter Thorsheim (HIST); Jose Batista (LACS); Jeff McAdams (LIB); Karen Ford-Eickhoff (MGMT); Ming Chen (MKTG); Eliana Christou (MATH); Kamia Smith (MEES); Hilary Dack (MDSK); Caitlin Moore (MSCI); Jeremy Marks (MUSC); Kelly Powers (SON); Gordon Olson (PAS); 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): Alan Rauch (FEC, CLAS); Brook Muller (COAA Dean); John Smail (UCOL Dean)

(Unit Representatives): Dustin Puett (AERO); Kim Jones (DANC)

Guests Present (Not Voting)

David Dearden (Academic Advising Center); Aimee Hawkins (Academic Affairs); Shannon Homesley (Academic Affairs); Jay Raja (Academic Affairs); Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs); Garvey Pyke (CTL, Director); Bill Tolone (CCI); Asher Haines (Continuing Education, Director); Jody Cebina (Distance Education, Director); Steve Carter (Distance Education); Claire Kirby (Enrollment Management); Kimberly Laney (Enrollment Management); Oscar Lansen (FAPSC); Johnna Watson (Graduate School); Malin Pereira (Honors College, Executive Director); Sam Sears (Legal Affairs); Erina Joyee (Mechanical Engineering); Janet Daniel (OASES); Beth Rugg (OneIT); Lyndie Forthofer (Public Health Sciences); Jon Reece (Registrar); Gloria Campbell-Whatley (Special Education); Cathy Blat (Student Development and Success); Dick Beekman (Student Government Association); Coral Wayland (Undergraduate Education)

1. **Call to Order, Introduction.** Faculty President Susan Harden called the meeting to order at 1:00 P.M. and welcomed everyone. Harden talked about mental health. She said that sadly several student suicides have hit UNC Chapel Hill recently. She read a message from Student Body President Dick Beekman,

“...but I left yesterday's call [with other SGA presidents] truly proud to be a Niner. The continued care, dedication, flexibility, and compassion displayed by professors across the board is so important for the mental well-being for our students. I have no doubt that it has resulted in better lives, and perhaps even saved lives. I recognize this has come at a cost to faculty members. You all have been, and continue to be, stretched to your limits. It is my hope that in sharing my experiences over the past 24 hours that I am able to provide a sense of satisfaction in letting you know that the faculty of UNC Charlotte have truly made a difference.” - SGA President Dick Beekman.”

Harden said that students recognize what terrific faculty we have here. Harden said to the faculty that we see what you are doing and our students see what you are doing. Thank you.

2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:
 - The Niner Research Reception was well attended. It was a great opportunity to recognize our faculty. Monday night was a newly promoted faculty reception.
 - Ombuds search had 39 applications. First round interviews this week. We plan to bring two to three candidates to campus.
 - Provost search has had several listening sessions.
 - We are considered Federal contractors so we have to comply with President Biden's mandate. We are following a thoughtful process to comply.
 - We will be evaluating our College of Liberal Arts & Sciences structure. There is no issue, but we want to make sure this is the best structure. We don't have a preset plan. Keeping as is may be the answer. We want to explore possibilities.
 - Budget update: Currently talking about questions of redistricting. I'm being told two more weeks. I'm hearing the possibility of a 2.5% increase for schools and community colleges accidentally overlooked the UNC System Schools. I am told the system should be included in this.
3. **Report of the Provost (Dr. Joan Lorden).** Lorden gave the following report:
 - In anticipation of future budget, I have asked the deans to talk about enrollment projections and future needs. Should we get some money, we will be prepared.
 - Vacancies in staff positions is an issue. The question is, is this unusual? With faculty this looks much the same; not unusual. For staff it does seem to be a higher level of vacancies than normal. The Chancellor has commissioned the cabinet to look into more flexibility for staff.

- Faculty salary ranges – the System Office has always set ranges for tier 1 and tier 2 salary ranges. For faculty positions its different. We have been setting faculty salary compensation ranges ourselves. New this year, the system determined a set of ranges for groups of schools. We offered them an alternative, because we are different from the schools in our grouping. Our counter proposal was approved. That is what you are looking at [Provost shared a faculty salary ranges report on the screen]. The salaries of which we hire people vary due to the intangibles of each hiring decisions and the person’s intangibles.

Q: Wilson asked can the information about the other clusters/groupings be made visible?

A: Yes, we can make this available.

Q: Are lecturers included?

A: Lecturers were not included in this report.

Q: Dalsheim asked will salary compression be addressed?

A: When people are promoted we make an adjustment then which helps some with compression. It takes money to truly address it. If we receive money to address this, we will.

Harden asked the Faculty Council to review and forward comments to her.

4. **Consent Agenda.** Harden asked if there is a request to remove any items from the Consent Agenda. Hearing none, Ford-Eickhoff moved to approve the Consent Agenda with two minor revisions to the minutes. Under agenda item #8, correct the spelling of “Harden” and the spelling of “was” in the line “There was consensus...”. Dewitt seconded the motion by Ford-Eickhoff to amend the minutes and approve the Consent Calendar. The motion passed and the following items were approved:
 - a. Approved Minutes of the Faculty Council Meeting of September 30, 2021 as Amended
 - b. Endorsed Proposed Revisions to University Policy 304 *Electronic Communications Systems*
 - c. Endorsed Proposed Revisions to University Policy 208 *Substantive Change Compliance Policy*
 - d. Approved Revisions to Immunization Policy Reinstatements
 - e. Approved Revisions to Registration Policy
5. **Revisions to Standing Rules regarding expansion of Faculty Executive Committee.** Harden explained the reasoning for the proposed expansion of the Faculty Executive Committee (FEC) to include the College Faculty Presidents (also known as College Faculty Chairs) and Library Faculty President. This expansion was piloted in Summer. Hancock moved to approve. Flint seconded the motion. Wilson asked how the Faculty Presidents feel about this extra work. Harden answered that it was affirmatively endorsed by the College Faculty Presidents. They participated in two to three meeting over this summer. The motion came to a vote and was approved with no objections. The revisions to the Standing Rules of the Faculty Council regarding expansion of the Faculty Executive Committee were approved.

6. **Revisions to Grievance Procedures.** The revisions were reviewed extensively by the Office of Legal Affairs, Office of Academic Affairs, the Grievance Committee, the Faculty Ombuds, and the Faculty Executive Committee. A significant revision includes the removal of the requirement for remediation, which is now optional. Dewitt moved to approve. Flint seconded the motion. The motion was approved with no objections. The revisions to the Grievance Procedures were approved.

7. **Discussion: College and Departmental Best Practices for RPT.** Harden indicated this is a discussion item only; no vote today. This will likely come back to the November meeting for a vote. A working group looked at the RPT process through an equity lens. This working group made recommendations. The Faculty Employment Status Committee (FESC) and the FEC both endorsed these recommendations. Ebong said motion #1 was a concern to most faculty in his department. They did not like the act of signing this attestation. The “read and reviewed” part is okay. Poutous asked when it says “requires all individuals”, does that include external reviewers? It is a contradiction to ask them to state they may be biased, when we are asking them for their unbiased review. They are doing this voluntarily. Mili says there is strong support for the objectives of this document, but lots of questions about the particulars. We are aware that we have implicit bias, but asking to sign that we have bias is heavy handed and may backfire. Lorden said it is not crystal clear where the equity issues are that this is trying to address. This document started as a “best practices” but now that it has been divided into a series of motions it seems required. Harden thanked everyone for the discussion and asked that people send your comments to her by November 9.

8. **Report of the Past President (Dr. Joel Avrin).** In the interest of time, Avrin indicated there is no report.

9. **Report of the President (Dr. Susan Harden).** Harden asked the Faculty Council to please consider making a gift to the Faculty Legacy Scholarship fund. Please participate at even a small level. Niner Nation Week has a great lineup of events. Please participate. The next meeting of the Faculty Council will be December 2, 2021.

10. **New Business.** No new business was raised.

The meeting adjourned at 2:15 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	X	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	Judy Cornelius	X	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	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	X		
Dean, College of Engineering	Robert Keynton		Ron Smelser	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		Katherine Hall-Hertel	X
Dean, Library	Anne Moore	X		
Dean, University College	John Smail			
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	X
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	X	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	X
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	X	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	