**Faculty Council**

**Minutes of February 22, 2024 Meeting**

**Voting Members Present**

**(Ex Officio)**: Xiaoxia Newton (President); Dongsong Zhang (FEC, COB); Jack Cathey (FEC, COB Faculty Chair); Mohamed Shehab (FEC, CCI); Gabriel Terejanu (FEC, CCI Faculty Chair); Dawson Hancock (FEC, COED); Aidan Browne (FEC, COE); Jim Conrad (FEC, COE Faculty Chair); Tricia Turner (FEC, CHHS); George Shaw (FEC, CHHS Faculty Chair); Elizabeth Stearns (FEC, CLAS); Dan Boisvert (FEC, CLAS Faculty Chair); Amanda Binder (FEC, Library); Angel Truesdale (FEC, Library Faculty President); Sharon Gaber (Chancellor); Jennifer Troyer (Provost); John Daniels (V.C. for Research); Kevin Bailey (V.C. for Student Affairs); Dolly King (COB Dean); Bojan Cukic (CCI Dean); Malcolm Butler (COED Dean); Brett Tempest (on behalf of COE Dean); Lyndie Forthofer (on behalf of CHHS Dean); John Smail (CHESS Dean); Malin Pereira (Honors College Dean); Stephen Weiter (Library Dean); Lisa Slattery Walker (University College Dean)

**(Unit Representatives)**: Hughlene Burton (ACCT); Catherine Fuentes (ANTH); Mike Turner (APHC); J.B. Burke (ARTS); Abbe LaBella (BINF); Andrew Truman (BIOL); Jordan Poler (CHEM); Taghi Mostafavi (CS); Jack Culbreth (CSLG); John Stogner (CJUS); Ann Dils (DANC); Krista Saral (ECON); Kyle Cox (EDLD); Sukumar Kamalasadan (ECE); Don Chen (ETCM); Mark Hall (ENGL); Thomas Marshall (FINN); Scott Hippensteel (GYES); Ertunga Ozelkan (ISE); Maryrica Lottman (LACS); Liz Siler (LIB); Karen Ford-Eickhoff (MGMT); Ming Chen (MKTG); Oleg Safranov (MATH); Stuart Smith (MEES); Mira Frisch (MUSC); LaTonya Rafe (SON); Rachel Watkins (PAS); Shannon Sullivan (PHIL); Menelaos Poutous (PHYS); Fred Batista Pereira (POLS); Lori Van Wallendael (PSYC); Lorenzo Hopper (PHS); Madelyn Colonnese (REEL); Barbara Thiede (RELS); Jackie Garcia (SOWK); Yang Cao (SOCY); Robin Witt

**Voting Members Absent**

**(Ex Officio)**: Susan Harden (President-Elect); Debra Smith (Secretary); Carlos Cruz (FEC, COAA); Eric Millard (FEC, COAA Faculty Chair); Erik Byker (FEC, COED Faculty Chair); Allison McCulloch (FEC, CLAS); Jan Rieman (FEC, CLAS); Michael Walter (FEC, COS Faculty Chair); Jose Gamez (COAA Dean); Bernadette Donovan-Merkert (COS Dean); Pinku Mukherjee (Graduate School Dean)

**(Unit Representatives)**: Matt Flynn (AERO); Veronica Robinson (AFRS); David Thaddeus (SOA); Ram Kumar (BISOM); Wei Fan (CEGR); Bibi Reisdorf (COMM); Robert Fox (DTSC); Joyce Dalsheim (GLBL); Karen Flint (HIST); Adam Myers (MDSK); Joseph Frederick (MSCI); Bill Chu (SIS); Chris O’Brien (SPCD); Cat Mahaffey (WRDS)

**Guests Present (Not Voting)**

Matthew Wyse (Academic Affairs); Leslie Zenk (Academic Affairs, Associate Provost and Chief of Staff); Savannah Lake (Atkins Library); Jeff McAdams (Atkins Library); Kim Bradley (Chancellor’s Office); Greg Weeks (CHESS); Brandon Wolfe (Diversity and Inclusion, Chief Diversity Officer); Claire Kirby (Enrollment Management, Associate Provost); Jesh Humphrey (Legal Affairs, General Counsel & V.C. for Institutional Integrity); Katie Adams (Niner Central); Jules Keith-Le (OneIT); Asher Haines (School of Professional Studies, Associate Provost); Evan Wantland (Undergraduate Education); Kimberly Rodgers (University Center for Academic Excellence)

1. **Call to Order.** Faculty President Xiaoxia Newton called the meeting to order at 1:00 P.M. and noted that our tremendous Past President and Faculty Secretary, Susan Harden and Debra Smith, unfortunately were unable to attend today’s meeting.
2. **Report of the Chancellor (Dr. Sharon Gaber).** Gaber gave the following report:

* False alarm of February 1st – At the time it was not handled correctly. We did a review and forwarded the lessons. We will do annual lockdown training. We recommend ALICE training. Emergency Management is inventorying buildings. Only 80%, approximately, have linked their cell phone to the system. Please ensure yours is. Please ask your department to ensure every is. The good news is there was not a real emergency and the police responded very quickly. The Emergency Management team took it very seriously and took time to talk to those in the COED and CHHS buildings.
* UNC System Office – Lately they have been throwing a lot at us: the ROI Study, Faculty Workload Policy, and Foundations in American Democracy requirement. Things are moving quickly without a lot of input. Please reach out to us if you have any concerns.

No questions asked.

1. **Report of the Provost (Dr. Jennifer Troyer).** Troyer gave the following report:

* Dean Searches –
  + Two have wrapped up. We have announced Jose Gamez as Dean of the College of Arts + Architecture and Teresa Petty as Dean of University College and Associate Provost for Undergraduate Education.
  + COB Dean and CHESS Dean searches are ongoing. The search committees are hard at work. Interviews will be later this semester.
* For the Associate Provost for Faculty Affairs, 21 people have applied.
* People have been hearing negative news regarding UNC Greensboro cutting programs and UNC Asheville budget deficit. Please note that we at UNC Charlotte are fine. We are not facing the same enrollment decreases as they are.
* Regarding the Foundations of American Democracy requirement from the UNC System Office, we have formed a task force that includes subject experts. The task force has been working.
* Regarding the Faculty Workload Policy, we just received the final regulations from the State. We are working with Legal, but it does not look like any additional adjustments will need to be made to our overall campus policy. We will work with the Colleges on implementation.

No follow-up questions asked.

1. **Inclusive Excellence Strategic Plan (Dr. Brandon Wolfe, Associate V.C. for Diversity and Inclusion and Chief Diversity Officer).** Wolfe said this is the culmination of 2 years of work from all of you. If you scan this QR code on the screen with your phone it will take you directly to the plan or if using your laptop, use <https://diversity.charlotte.edu/common-ground>. The strategic planning process began around May 2021 with Dr. Cheryl Waites Spellman, Interim Special Assistant to the Chancellor for Diversity and Inclusion. I came onboard in November 2021. We developed the five most salient priorities: Access & Success; Belonging & Well-Being; Infrastructure & Viability; Leadership & Partnership; and Communications & Prominence. This is a 10-year plan with a 5-year refresh period. Data dashboard will be on the website soon. Please look at this and develop an action plan for your college or division. Your actions should address the following:

* What steps will your college take to address the listed objective?
* How do you know if the intent of your action(s) matches the targeted impact?
* Is this action achievable in the allotted period?
* Who is responsible and what resource(s) will be used?

This is a multi-phase rollout with four phases. We are currently in phase 2. In March it moves to Phase 3. We are not asking you for data but would like you to think of appropriate metrics. Upcoming important dates:

* Information Sessions
  + February 1-March 21
* College Workshops
  + March 12, 1-2:30 p.m.
  + April 8, 1-2:30 p.m. (virtual)
* Division Workshops
  + March 28, 9-10:30 a.m.
  + April 24, 9:30-11:00 a.m. (virtual)
* Data Workshops
  + March 20, 10-11:30 a.m.
  + April 4, 1-2:30 p.m. (virtual)
  + April 16, 10-11:30 a.m.
  + April 29, 1-2:30 p.m. (virtual)

In recap,

* Read and learn the plan;
* Support your identified team leader in plan development;
* Use the available resources;
* Review your plan with Dean, ODI, and the IESP Plan Review Team for feedback;
* Work with your teams to revise and finalize accordingly;
* Submit your plan;
* Broadcast your plan to your wider college or division; and
* Routinely monitor your progress and share your wins.

Any questions you have, please send them to us.

1. **Consent Agenda.** Ford-Eickhoff moved to remove the minutes for further discussion. The minutes (item #5a) were removed to be discussed following the Consent Agenda. Ford-Eickhoff moved to approve the Consent Agenda (items #5b and #5c). The motion was seconded and carried unanimously.

The following consent agenda items were approved:

* 1. Approved the request to revise name of Electrical Engineering Technology, B.S.E.T. to Electromechanical Engineering Technology, B.S.E.T.
  2. Received the informative Call for Nominations for 2024-2025 Faculty Governance Positions, faculty-wide.

**Item #5a**, Eickhoff requested a revision to the first question listed in part 6. The sentence should read, “Q: Section IV.5 says compensation for overload may not be paid, but a reduction may not come until the following academic year.” Ford-Eickhoff moved to approve the minutes with this amendment. Sullivan seconded the motion. The minutes of the Faculty Council meeting of January 18, 2024, were approved as amended.

1. **UNC Charlotte Open Access Policy.** Liz Siler (Associate Dean for Collection Services), Jeff McAdams (Engineering and Open Education Librarian), and Savannah Lake (Digital Scholarship Librarian) presented on the proposed UNC Charlotte Open Access Policy. This draft policy is adapted from Harvard’s open access policy. An open access policy requires depositing a version of your work in your institution’s repository. It allows you to opt out of this if required by your publisher. It aligns with UNC Charlotte’s copyright policy, under which faculty grant the University a non-exclusive license to use their work for non-commercial educational and research uses. We want to ensure that everyone has access to the work that you do here. This provides one location and archive to the work and supports open research. Open access policies are common, and many other institutions adopted earlier, many around the year 2012. We are behind the curve. Please note that you can continue to publish where you were published before. This is a common practice and publishers are well aware and comfortable with complying with this. This will not be a faculty responsibility. This will be the Library’s responsibility. This only applies to peer reviewed articles.

Much discussion ensued. Some questions and answers were as follows.

**Q:** The sentence, “As a condition of employment, each Faculty member grants to UNC Charlotte permission to make available his or her scholarly articles and to exercise the copyright in those articles.”, seems to imply the University has the copyright rights to what we create.

**A:** Jesh Humphrey, Vice Chancellor for Institutional Integrity and General Counsel, answered that “exercise the copyright” means a license just to do what this open access policy states. There is no intent to take copyright or limit faculty. Library Dean Stephen Weiter added that most articles going into the repository are pre-prints or post prints. This policy also helps with compliance with grants.

**Q:** Is there any thought on going back to previous works?

**A:** No, once the policy is approved it will be effective only going forward.

Conrad moved to table this vote to the next Faculty Council meeting with the rationale that he wanted opportunity to fully discuss with his unit. Sullivan seconded the motion. The UNC Charlotte Open Access Policy will be tabled until the next Faculty Council meeting.

1. **Revisions to the Standing Rules of the Faculty Council and the Constitution of the Faculty.** Newton gave background on this item. As you know, CLAS has become two new colleges: College of Science and College of Humanities & Earth and Social Sciences. The governing documents stipulate CLAS has 3 representatives on many of the standing committees. With these new colleges, what should be the representation structure? After several meetings on what this college structure change means for committee representation, feedback from several groups, and FEC deliberation, it was recommended to have 2 representatives on most committees for CHESS and 1 representative for each of the remaining academic colleges. A motion was made to approve the revisions to the Standing Rules of the Faculty Council and the Constitution of the Faculty. The motion was seconded and carried unanimously. The revisions to the Standing Rules of the Faculty Council were approved. The revisions to the Constitution were approved and will next be voted on by the Faculty via an electronic ballot.
2. **Report of the President-Elect (Dr. Susan Harden).** Skipped.
3. **Report of the President (Dr. Xiaoxia Newton).** Newton had the following report:

* Newton thanked everyone who provided feedback on the Foundations of American Democracy requirement.
* Newton thanked everyone who provided feedback on the SET recommendations.
* There will be an email that encourages full-time faculty to participate in a faculty survey. I took the survey, and it took approximately 35 minutes.
* Please note the compensation for Faculty President is being increased. Next year, in addition to the annual stipend to the Faculty President, the department will be compensated to reduce the Faculty President to half-time. Therefore, next year when this begins, I’ll get 1:1 load instead of my 2:2 load. Please spread the word and encourage people to run for Faculty President-Elect.
* Newton said Dean of the Graduate School Pinku Mukherjee has something to add about the Graduate Student Symposium. Mukherjee said the annual Graduate Research Symposium will be held this year at the Student Union on Friday, March 22nd. Please come and listen and see the terrific research done by graduate students across several disciplines. And encourage your students to attend.

The meeting adjourned at 2:07 P.M.

Minutes taken by Matthew Wyse, Faculty Governance Assistant