

Standing Committee Reports

Academic Year 2022-2023

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1. Competitive Grants Committee (CGC)

Competitive Grants Committee (CGC) Report for Academic Year 2022-2023:

On December 15, 2022, the CGC committee met virtually to discuss and select two nominees to the Oak Ridge Associated Universities (ORAU) Ralph E. Powe Junior Faculty Enhancement Award Program.

Typically, the CGC is charged to select nominees to the National Endowment for the Humanities (NEH) Summer Stipend Program. Because the new Center for Research Excellence did not solicit nominations for the NEH program, the CGC did not work on this potential task.

2. Faculty Academic Planning and Budget Committee (FAPBC)

Annual Report 2022-2023

In the spring of 2023 the Faculty Academic Planning and Budget Committee conducted the Provost's annual review. This work was completed between March and May and was led by Chair Newton. All Committee members contributed to the review and report writing. During this time period, the Committee met twice: First on March 27, 2023 to discuss the charge and the process for the review; and second on May 9, 2023 to discuss, review, finalize, and sign off on the report. The final report was sent to Chancellor Gaber and former Provost Bertone on May 9, 2023 by Chair Newton.

Moving forward, Chair Newton suggests that the Committee recommend a standard procedure to guide the Provost's annual review and asks that the Committee start working on the recommendations during the 2023-2024 academic year.

3. Faculty Academic Policy and Standards Committee (FAPSC)

FAPSC 2022-2023

FAPSC was asked to address the following by the Provost and the President of the Faculty.

1. **Adding a violation to the Code of Student Academic Integrity** (carryover from 2021-2022). The Office of Student Conduct and Academic Integrity has seen an increase in the number of faculty members submitting academic integrity violations for violations of syllabus policies. This is not currently a violation listed in our Code and faculty are instructed to handle syllabus policy violations themselves with the student. Some UNC institutions (NC State and UNC Chapel Hill, for example) do list syllabus policy violations in their code of academic integrity. Adding syllabus policy violations to our Code would engage the processes of the Code and the support of the Office of Student Conduct and Academic Integrity.

FAPSC approved adding a violation to the Code of Student Academic Integrity for a violation of a syllabus policy at our January meeting. In addition, to adding the syllabus policy violation the Office of Student Conduct and Academic Integrity updated the entire Academic Integrity policy to focus on “outcomes” instead of “penalties” and “behaviors” instead of “conduct”. They also added an outcome only option for students to use when they agree with the behavior but disagree with the outcome proposed by the faculty member. The committee approved the revised version of the policy at the February meeting.

2. **Undergraduate Catalog: Non-Degree Students** (carryover from 2021-2022): The Undergraduate Catalog contains procedures related to the admission of students in accordance with [University Policy #207: Policy on Admission to the University](#). Part of these procedures limit the number of credits that non-degree students may earn before being admitted to a degree program to ensure that they are and remain admissible. However, we also enroll certain non-degree students that may reach or exceed this

threshold of 18 credit hours including international exchange students, UNC Online students, and senior citizens auditing courses. We are asking that the non-degree students identified in the attached draft be excluded from this procedural requirement, as they are enrolled for a time-limited period and have no intention of completing a degree program. The Office of International Programs, Registrar, and Associate Deans have been consulted on this proposed exception. I ask that FAPSC please consider these changes and send them forward to FEC and Faculty Council as appropriate.

The proposed revisions to the Non-Degree Students paragraph of the Admission to the University: Non-Traditional Academic Programs were approved at the October 2022 FAPSC meeting.

3. **Course Numbering and Status.** Proposed changes to the 2023 General Education curriculum require minor changes to the course numbering policy to allow for a standardized General Education numbering system. The draft edits have been reviewed by the University College Faculty Council and as such, I ask that FAPSC review and send final edits to the FEC and Faculty Council for approval.

The proposed revisions to the Course Numbering and Status Policy were approved at the October 2022 meeting of FAPSC.

4. **Student Evaluation of Teaching (SET) Task Force** (carryover from 2021-2022). In February 2021 I charged the [Student Evaluation of Teaching Task Force](#) with: a) reviewing the content of the questions used for course evaluations as well as the introductions given to students, b) drawing on existing research to develop a better curated list of core evaluation questions that avoid bias and are focused on the educational process rather than instructor personality and other qualities, and c) developing a list of best practices to mitigate bias in question development for departments and colleges who wish to add additional, unique questions. I ask that the work of this task force be moved to the Faculty Equity Audit Working Group under the leadership of Yvette Huet, Director of ADVANCE Faculty Affairs and Diversity Office, and

Leslie Zenk, Assistant Provost, for completion this academic year. Review Student Evaluations, as part of the Seven-Year Policy Review, for relevance, accuracy, or gaps.

The Student Evaluation of Teaching Task Force is working on updating the student evaluation form. The task force has not completed its work as of March 31, 2023. The committee decided that we would defer our evaluation of the document until after the task force has completed its work.

5. **Seven-Year Policy Review.** I am requesting that FAPSC or the appropriate standing committee review the Academic Credit Hour policy for relevance, accuracy, or gaps.

The committee review the Academic Credit Hour policy and made some revisions to update the policy. The updated policy was approved at the March meeting.

6. **Graduation Policy** - The current [UNC Charlotte Academic Policy: Graduation](#) incorrectly defines commencement as a ceremony where degrees are awarded; UNC Charlotte does not award degrees at commencement but rather following the receipt of all final grades and the completion of degree clearance. The Associate Deans Council is recommending the attached edits to clarify this practice. I ask that FAPSC please consider these changes and send them forward to FEC and Faculty Council as appropriate.

The proposed revisions to the Graduation Policy were approved at the October 2022 FAPSC meeting.

In addition to the items the Provost and President asked the committee to address this year, we had a request from a faculty member, Lisa Rasmussen, to address the issue of the emails sent through the Early Alert system. The emails are sent through the individual faculty members email accounts but do not come from the faculty member and at times the faculty member is not even aware that the emails went out and has no knowledge of what is in the emails.

The committee discussed this issue and agree that it is a concern but we are not sure if FAPSC is the correct place to address this issue. The committee reached out to Leslie Zenk in the Provost office and there have been some changes made to the emails but the committee still has some concerns. The chair of the FAPSC plans to reach out to the President and the President-Elect to discuss this issue and have them bring the concern to the Faculty Council. Hopefully they can work with the Provost to get a satisfactory resolution to the issue.

4. Faculty Advisory Library Committee (FALC)

FACULTY ADVISORY LIBRARY COMMITTEE (FALC)

ANNUAL REPORT 2022-2023

PREPARED BY

Julio Bahamón – Director, Graduate Certificates Program (AAI & GDD)
Associate Teaching Professor
[Committee Chair]

COMMITTEE MEMBERS

Anne Cooper Moore, Atkins Library
Elizabeth Siler, Atkins Library
Julio Bahamón, College of Computing & Informatics
Robin Witt, College of Arts & Architecture
Cathy Howell, College of Education
Brett Tempest, College of Engineering
Cheryl Kane, College of Business
Ralf Thiede, College of Liberal Arts & Sciences
George Shaw, College of Health & Human Services
Carrie Wells, College of Liberal Arts & Sciences
Maren Ehlers, College of Liberal Arts & Sciences
Madi Williams, Student Government Association
Aaron Nance, Graduate Professional Student

The Faculty Advisory Library Committee (FALC), which convened on September 6, 2022, for the 2022-2023 academic year, appointed Julio Bahamón as chair. The Committee included the above-listed members and the Dean of the Libraries, Anne Cooper Moore. FALC met 7 times on one Tuesday of each month from 1:00-2:00 p.m. in an online format via Zoom. With virtual participation and a face-to-face meeting for an Area 49 Tour (located in the library), attendance was excellent. If the primary representative was absent, the alternate attended.

We were able to get new members acquainted with committee processes. At each meeting, the Dean provided announcements about personnel, facilities, budget, advancement/fundraising, and service changes within the library to keep the committee updated.

The topics covered during the year were:

- Textbook Affordability (Liz Siler and Jeff McAdams) (September 6, 2022)
 - [Presentation with discussion questions](#) (slide 10)

- [Campus Affordable Textbook Task Force Report](#)
- [Free Expression and Constructive Dialogue](#) (assigned to committee by Susan Harden) (September 6, 2022)
- [Digital Publishing Services and Niner Commons](#) (Savannah Lake, Digital Scholarship Librarian) (October 4, 2022)
- [Community-Engaged and Cross-Curricular Teaching in Special Collections](#) (Randi Beem and Adreonna Bennett) (November 1, 2022)
- [Self-care collection](#) (Natalie Ornat, Olivia Patterson, Christin Lampkowski) (December 6, 2023)
- Area 49; discuss services and engage FALC about curriculum integration and support (Beth Caruso) (February 7, 2023)
- [Open Access Policy](#) (Liz Siler, Jeff McAdams, Savannah Lake) (March 7, 2023)
- [Metadata Initiatives at Atkins Library](#): DEIA Descriptive Practices Working Group and Wikidata Projects (Joseph Nicholson, Savannah Lake) (April 4, 2023)

The most engaging session was a visit to Area 49 on Feb. 7, 2023, in which faculty visited the MakerSpace and learned how to incorporate its creation technologies into their courses. Several faculty members already began working with Area 49 faculty and staff to bring their students in to use the emerging technologies in their courses.

Susan Harden asked FALC to sponsor a Free Expression and Constructive Dialogue Task Force in September 2022 on behalf of the Faculty Council. Anne Cooper Moore chaired a 23-member Task Force that drafted a faculty resolution on free speech that was passed by the Faculty Council on April 12, 2023. The Task Force also conducted four events during the spring 2023 semester:

- Kevin Marinelli's "Fostering Constructive Disagreement in Student Discourse" (Feb. 23, 3032)
- "Free Expression at UNC Charlotte" Panel (Mar. 30, 2023)
- Matt Metzgar's "Why Should Students Care About Free Speech?" (Apr. 13, 2023)
- Campus Panel and Forum on Institutional Neutrality and a Next Steps Planning Session (Apr. 22, 2023)

Matt Metzgar led a four-session Constructive Dialogue Faculty Learning Community for 10 faculty members. A subcommittee of the Task Force selected 10 Charlotte Conversationalists who are students that will be trained in the Constructive Dialogue Institute's Perspectives curricula and then will lead conversations among groups of students on social issues outside the classroom during AY23/24. The Perspectives curricula will be available to UNC Charlotte faculty to use in their classes in FY24. The Task Force had a budget for AY22/23 of \$40,000 from the Provost's Office and will have a budget of \$49,000 for AY23/24.

During the year the committee received superb support from Dean Moore and her colleagues. The committee praised the Atkins staff for providing outstanding service to the entire University community during the many challenges posed by the pandemic and accordant disruptions to the University's usual operations.

5. Faculty Advisory Summer Sessions Committee (FASSC)

Annual Report 2022-2023

April 2023

Professor Heather Coffey, Chair

The FASSC did not meet during the academic year 2022-23. In the previous year, the committee discussed equity in pay for teaching a summer course. There was no update from the Faculty Council for this year, so the committee did not convene. As committee chair, I have reached out to Tiffany McAfee to determine if there are any next steps that need to be taken based on last year's progress; she informed me that a former chair of this committee was going to run reports and make recommendations for the future work of this committee. I plan to reach out to him in the coming week. Ms. McAfee explained the change in structure of the summer school funding that will take effect this year and how it might alter enrollment. I hope to convene a quick virtual meeting of this committee the second week of May so that she can share this information with us.

6. Faculty Employment Status Committee (FESC)

Faculty Employment Status Committee - Final Report 2022-2023.

Chair: Arun Ravindran

Committee Members: Deb Ryan (COAA), Craig Depken (COB), Lijuan Cao (CCI), Taryne Mingo (COED), Srinivas Pulugurtha (COE), Julie Marino (CHHS), Julia Robinson Moore (CLAS), Brandy Stamper (CLAS), Jason Windett (CLAS), Savannah Lake (Library)

Committee did not meet this year since there were no agenda items.

A faculty member contacted the committee Chair seeking guidelines or policy on what constitutes the sudden removal of a chair at the discretion of a dean. In consultation with the Faculty Council President, pointers to the appropriate University resources were provided to the faculty.

7. Faculty Information & Technology Services Advisory Committee (FITSAC)

Faculty Information & Technology Services Advisory Committee (FITSAC)

Annual Report AY 2022-2023

Chair

Mónica Rodríguez-Castro

Members

Jeff Murphy

SungJune Park

Dong Dai

Daniel Alston

Shen-En Chen

Lee-Ann Kenny

Sarah Birdsong

Tiffany Gallicano

Donald Jacobs

Tyler Cline

Alternates

Monica Johar

Dan Janies

Ayesha Sadaf

Mesbah Uddin

Teresa Gaston

Jordan Bledsoe

Andy Bobyarchick

Jason Windett

Student representative: none provided.

UNC Charlotte FITSAC met once in spring 2023 (February 17, 2023) to address the charge received from the Faculty Council (FC). Additionally, FITSAC members were invited to attend meetings organized by FC, as needed. This AY, all meetings were held virtually, and members provided feedback via Zoom meetings or GoogleDocs forms. Overall, the committee members assessed IT needs, discussed issues with multiple constituents, and provided feedback on each project. The committee participated in discussion on a wide range of IT Projects assigned on each Technology Portfolio (see Project Updates published by IT) and voted as and when requested. FITSAC committee members were assigned to the Technology Portfolio Committees (TPC's) and the now redefined FSAC (TPC) that has been established by IT. The new FSAC has supported OneIT restructuring and strategic planning. General goals for the 2022-23 academic year included continuing the assessment of classroom software, review of ideas, and advisement on projects such as Respondus. FITSAC also participated in strategic planning as requested.

The agenda for the February 17 meeting included a response to SGA's resolution. The committee described pros and cons, identified inaccuracies or inconsistencies and submitted a comprehensive report. Additionally, FITSAC took the input and feedback received from several departments and collaborated with CTL to suggest possible recommendations. FITSAC attended the executive council meeting, as requested. Specifically, FITSAC submitted a response to the SGA resolution on March 7, 2023, to Dr. Susan Harden, Faculty Council Chair.

A summary of the report reads as follows:

FITSAC addressed student concerns on Respondus and reiterated that we shared some of the student concerns, but we have many students in several colleges taking fully online or distance education courses who appreciate proctoring flexibility. We welcome the opportunity to work together with students on academic integrity. There was consensus in the existing literature that proctoring is the only effective method in deterring academic integrity violations in an online or distance environment. To the committee's knowledge, no alternative options were found at this stage for online or remote proctoring that did not resort to the use of audio and/or video recording. In a nutshell, FITSAC certainly welcomes new ideas on remote proctoring tools that may serve our online students better while contributing to our continued efforts to maintain academic integrity at UNC Charlotte.

It may be noted that the faculty has raised concerns in the past associated with student privacy and recording of private spaces, but these are not related to curriculum or academic matters.

The Faculty Council has also invited FITSAC to propose new ideas regarding ChatGPT. This is a work in progress at this stage and FITSAC has asked OneIT and Center for Teaching and Learning to continue monitoring plagiarism tools that may identify ChatGPT plagiarism. As of May 2023, there are no reliable tools that can be proposed for consideration.

FITSAC also assessed faculty needs of software for online learning environments and oversaw the request of new academic tools. IT addressed specific concerns with online platforms such as eGA and NinerWorks. FITSAC proposed some recommendations for integration and user-friendliness. FITSAC also participated in several discussions on Google Store. Some solutions have been implemented, but this is a challenging issue that will need to be addressed as new needs may arise.

The Academic subcommittee did not have a lot of work this semester. However, when the FC required any input like in the case of Respondus concerns, OneIT and faculty were able to share their concerns and discuss possible alternatives. Furthermore, OneIT presented comprehensive data for evaluation. Both Beth and Erin compiled dashboards and made the data available for the group to review. After some comparisons, FITSAC was able to compile preliminary feedback with minimal time investment.

Pending actions for 2023-2024:

-- the Faculty Council would like to get some assistance on course evaluations. Ideas on possible ways to improve low response rates need to be discussed.

-- Monica and Beth have been discussing options for higher faculty engagement. For AY2022/2023 all FITSAC members were assigned to one of the committees, FSAC or FSAC (TPC). Moving forward, this could be done on a voluntary basis since the faculty members feel that their contribution may

be limited in certain areas or with specific software. Certainly, it is critical that the faculty supports OneIT to identify possible solutions, particularly for academic and research software.

Thanks to all faculty and staff for their contribution and assistance to FITSAC. Special thanks to OneIT for their hard work during the academic year, FITSAC looks forward to continued collaboration.

Sincerely,

Mónica Rodríguez, PhD
Department of Languages and Culture Studies
Chair, Faculty Information & Technology Services Advisory Committee

8. Faculty Legacy Scholarship Committee (FLSC)

Faculty Legacy Scholarship Committee

Annual Report 2022-2023

Committee Chair: Kim Jones

Fall 2022

- FLSC Chair Kim Jones met with former Chair Fumie Kato to discuss duties, dates, and the importance of encouraging faculty across campus to participate in growing the student scholarship
- Jones participates/speaks about FLSC to the University Faculty Council. Jones invited three student recipients to share the positive impact the scholarship had for them at UNC Charlotte
- Kato sent an email to the Scholarship Office asking them to reach out to me regarding the scholarship review process. No reply and made a second attempt a few weeks later
- Jones sent Mark Walter an email asking for details of the FLS award, but no reply
- Matt Wyse provided Jones with the FLSC roster and the alternates
- Jones introduced herself/role to the FLS Committee Members
- Jones sent another email to the FLS committee asking members to help recruit donors, a committee to review content in the email for all faculty, then send it out to Deans, Chairs/units

Spring 2023

- Attempt to reach out to USO and Mark Walter, no reply
- April 6th, Contact via Walter thru Susan Hardin. Dates were all past due, Chair and committee will work on the FLS in the Fall of 2023

9. Faculty Research Grants Committee (FRGC)

2022-2023 Faculty Research Grants Committee Report

Chair: Jessamyn Bowling, PHS (elected)

Arts and Humanities (AH)

Will Sherman, Religious Studies

David Gall, Art Education

Tyler Cline, Special Collections and University Archives

Dan Dupre, History

Amy Canevello, Psychological Science

Social Science, Business, Health, Education (SBHE)

Anne Cash, Reading & Elementary Education

Joe Marino, Applied Physical Health & Clinical Science

Lina Zhou, Business Information Systems and Operations Management

Katryna McCoy, Nursing

Stella Kim, Educational Leadership

Science, Technology, Engineering, Mathematics (STEM)

Alex Dornburg, Bioinformatics & Genomics

Loc Nguyen, Mathematics and Statistics

Meera Sridhar, Software and Information Systems

Nate Fried, Physics and Optical Science

Olya Keen, Civil & Environmental Engineering

The primary function of the FRG Committee is to solicit Faculty Research Grants and then to evaluate and select grants for funding. Dr. LaVerne Ellerbe was in her first year as the new Director of the Center for Research Excellence at UNC Charlotte, with several support staff positions vacant.

In the current cycle, the committee awarded **\$411,589**. Details of the distribution of FRGs across colleges and departments are provided below.

Fall 2022 Program:

AH: 14 awards; funds disbursed: \$141,710
[23 proposals were submitted]

SBHE: 16 awards; funds disbursed: \$150,822
[29 proposals were submitted, including 2 disqualified]

STEM: 13 awards; funds disbursed: \$120,000
[25 proposals were submitted]

Spring 2023 New Assistant Professor Resubmission Program:

1 AH proposal was submitted and awarded \$8,000.

3 SBHE proposals were submitted and awarded; funds disbursed: \$23,600

7 STEM proposals were submitted and awarded (including one joint proposal); funds disbursed: \$50,200

**FRG Proposals Funded by College and
Department**

College	Contact PI Department Name (PD)	Count
BUS	Marketing	1
<i>BUS Total</i>		<i>1</i>
CA&A	Art & Art History	1
	Dance	2
	Music	2
	Theater	1
<i>CA&A Total</i>		<i>6</i>
CCI	Bioinformatics and Genomics	1
	Computer Science	2
	Software & Information Systems	1
<i>CCI Total</i>		<i>4</i>
COED	Counseling	1
	Special Education & Child Development	1
	Educational Leadership	2
<i>COED Total</i>		<i>4</i>
CHHS	Applied Physical Health & Clinical Sci	1
	Public Health Sciences	3
	School of Nursing	2
	School of Social Work	1
<i>CHHS Total</i>		<i>7</i>
CLAS	Africana Studies	2
	Anthropology	1
	Biological Sciences	2
	Chemistry	3
	Communication Studies	1
	Criminal Justice and Criminology	1
	Geography and Earth Sciences	2
	History	4
	Languages and Culture Studies	1
	Mathematics and Statistics	2

	Physics and Optical Science	2
	Political Science & Public Admin	1
	Psychological Science	1
	Sociology	2
	Writing, Rhetoric, Digital Studies	1
<i>CLAS Total</i>		26
ENG	Engineering Tech & Construction Mgmt	2
	Mech Engineering & Engineering Sci	1
	Systems Engineering & Engineering Management	1
	Electrical & Computer Engineering	1
<i>ENG Total</i>		5
Grand Total		53

10. Faculty Scholarship of Teaching & Learning Grants Committee

[No report submitted for 2022-2023.]

11. Faculty Welfare Committee (FWC)

Faculty Welfare Committee

Annual Report 2022-2023

Date: May 26, 2023

From: Chair Nicole Peterson

The faculty welfare committee in 2022-2023 met monthly to identify and address a variety of issues, with the plan to address many of them in 2023-2024. We also continued the efforts of the previous FWC around a resource guide for existing policies and procedures for faculty at UNC Charlotte regarding “unacceptable actions.” These actions included sexual harassment, discrimination, bullying, retaliation/retribution, hostile workplace, and microaggressions.

1. **The 2022-2023 resource guide:** we met with Scott Deyo, the university ombudsperson, to discuss the guide and his suggestions. The brief and full resource guides were updated and are being reviewed by the legal office at UNC Charlotte before sharing more broadly in fall 2023.
2. Our second priority was to investigate the possibility for **childcare** at or through the university. We brought this to the attention of the University Faculty Council in April to have this considered part of the master planning process, following the efforts of one of our members to collect the availability of childcare at different UNC campuses. Our next steps are to collect more details from campuses like UNCCH and NCSU about the financial and legal aspects, as well as to survey the faculty about their support for childcare in Fall 2023.
 - <https://docs.google.com/spreadsheets/d/1z3vPSUjwZHu4Py3IV4i7X6HGAYc4tdB8jGQ4Z7t4AYM/edit?usp=sharing>
 - Slides here: [Childcare support](#)
3. We also know that **faculty retention** is a key issue at UNC Charlotte, and we are creating some town halls and a survey for faculty in fall 2023 to examine this and potential solutions. This will include feedback from tenure-track faculty, lecturers, and part-time faculty. Having reviewed existing surveys (COACHE, and the System Wide Employee Satisfaction survey) there is an absence of data beyond general satisfaction questions to understand what faculty struggle with or desire, including other issues mentioned in this year’s report.
 - Yvette Huet leads the university's participation in the COACHE survey ([Collaborative on Academic Careers in Higher Education | COACHE \(harvard.edu\)](#)),

- The UNC System Office has also worked with ModernThink to conduct a satisfaction survey for all System employees ([2022 UNC System Employee Engagement Survey underway | Inside UNC Charlotte | UNC Charlotte](#)).
4. **Service workload**, including for part term courses, was raised as an issue we will also investigate through the methods in #3, which may also help us identify solutions in place in different units already for addressing this, which can be shared more broadly.
 5. **Postdoctoral scholars' issues** were also brought to our attention, including but not limited to parental leave policies. We met with a few postdocs in the May meeting and will be bringing this issue to Faculty Council in the fall.
 - a. Possible solution: write a post-doc leave policy similar to that at UNC-CH to add to policy page <https://legal.charlotte.edu/policies/up-102.10>:
"Postdocs are also eligible for six (6) weeks of paid parental leave to care for a new biological, adopted or foster child. This leave must be taken within one year of the relevant birth, adoption or foster care placement of the child."
 - b. There is also a need for sick leave policies, and those for caring with other family members, like with faculty FMLA.
 - c. Finally, the likely increase in postdocs as we become more research-focused leads to the need for a dedicated staff person to identify and address postdoc needs.
 6. **Lecturer workload and related issues.** In April's meeting we met with a few lecturers to discuss the challenges facing these faculty members. Overall, there is a lack of consistency between units around how workload is distributed between teaching and service, as well as what counts as service (including professional development). Other issues include lack of accounting for "high effort courses," lack of mentoring and resources, lack of consistency across colleges around promotion and other issues (often depends on college leadership), and a lack of committees for lecturers and similar faculty (except at Belk College).
 - CLAS workload policy, but no info on non-tenure position workloads and number of students, etc.. <https://inside-clas.charlotte.edu/handbook/college-governance/operating-policies/workload-policy/>
 - Definition of Teaching Professor but no indication of workload <https://provost.charlotte.edu/policies-procedures/academic-policies-and-procedures/special-faculty-appointments>
 7. **The MWF teaching schedule** was discussed as a barrier for many to meet their pedagogical goals. We wrote a letter to Leslie Zenk explaining our support for returning to a MW teaching schedule. Email: <https://docs.google.com/document/d/1HVMsGEynl1dcTkvuTxMRVNypAwRqSjN4/edit?usp=sharing&oid=115398696802912888154&rtpof=true&sd=true>

8. **Travel authorization** issues have been raised involving the uneven application of policies across the university.
9. The lack of faculty dining options was also discussed.
10. Lack of staff on campus was also discussed.
11. High parking rates were also seen as a problem, particularly for those with lower incomes. Also, a need for some short-term parking for unloading at some buildings.
12. Overall, a concern about the **lack of consultation with faculty around decisions and timelines**, beyond administrators like chairs and small committees, and town halls without many opportunities for discussion. The past few years have seen a number of major initiatives from the administration, including the push for R1 status, redesign of the general education curriculum, the proposed division of CLAS into two or more colleges, university rebranding, university strategic planning, equity diversity and inclusion initiatives, among many others. While we appreciate the administrative initiative to improve the university and the attempts to involve the faculty through town halls and other forms of feedback, the attempt to do this all at the same time during a global pandemic has led to burnout among many faculty.

Meetings (on zoom): September 29, October 26, Feb 9, March 9, April 13, and May 11.

We are hoping to regularize our meetings to be at the same time as the faculty council meetings, and have asked faculty before classes were scheduled to avoid this time (Th at 1) for their classes and other commitments.

12. Graduate Council (GC)



MEMORANDUM

To: Susan Harden, President UNC Charlotte Faculty
From: David S. Dalton, Chair Graduate Council
Date: May 28, 2023
RE: Report on Graduate Council Activities for 2022-2023

The Graduate Council held one organizational meeting and eight business meetings for the 2022-2023 academic year. We passed the following items:

1. Proposal for Grade of SP/UP (Satisfactory Progress/Unsatisfactory Progress) Option
2. Proposal to Revise the Dual Degree Policy (December 2022)
3. The Graduate Council approved a motion to allow incoming international students to use DuoLingo as one possible tool for demonstrating competence in the English language (May 2023).

The minutes for all meetings of the Graduate Council are available on the [Academic Affairs website](#).

Sincerely,

David Dalton
Associate Professor of Spanish
Graduate Council Chair

13. Grievance Committee

Grievance Committee

2022–2023 Annual Report

The Grievance Committee should consist of 12 elected members who serve staggered 4-year terms. Due to vacancies, there were only 9 members this year. Those members were: Tyler Cline, Carlos Coria-Sanchez, Robert Cramer, Jay Grymes, Stephen Hancock, Charles Hutchison, Dorothy Smith-Ruiz, Todd Steck, and KR Subramanian. The reduced membership made it difficult at times to form a quorum when Committee members were away from campus (Reassignment of Duties, etc.) or obligated to recuse themselves from participating in particular cases. Nevertheless, a quorum of at least four Committee members was present at each meeting.

The Committee convened on September 2, 2022 to elect a new chair. Dr. Jay Grymes was elected. The Grievance Committee convened again on November 28, 2022 for a training session led by Faculty Grievance Advisor Diana Rowan in accordance with the newly updated [*Procedures for Resolving Faculty Grievances*](#).

The Committee received three grievance petitions this year, all between January and March 2023. The Committee met in each case to “determine if a hearing is justified and that the issues presented are within the purview of the Grievance Committee’s responsibility” in accordance with the [*Faculty Grievance Committee Procedures for Disposition of Grievances*](#). There was one petition for which the Committee decided that the facts merited a hearing, and the Committee scheduled an evidentiary hearing accordingly.

Recent updates to the *Procedures for Resolving Faculty Grievances* have helped provide guidance to faculty members preparing a petition, as has the addition of the Faculty Grievance Advisor to the process of filing a petition. The Committee recommends that the Faculty Council continue to review the grievance process, paying particular attention to the lack of assistance petitioners receive, made more prominent when compared to help the respondent receives from the Office of Legal Affairs, when preparing for and participating in hearings.

14. Hearing Committee

Annual Report 2022-2023

Jurgen Buchenau, Chair

The Hearing Committee did not have a case this year, and we did not meet. In response to a question, we contacted Academic Affairs as to whether the committee hears appeals to TFPR outcomes involving development plans. We found out that these cases are not within the committee's purview.

15. Honors Council

Honors Council Annual Report 2022-2023

April 25, 2023

The full Honors Council met September 9, October 14, November 11, and December 9 in 2022 and January 13, February 10, March 10, and April 14 in 2023 to handle matters related to the governance of Honors programs at UNC Charlotte. In addition to these full meetings, the members of the three standing committees of the Honors Council (Honors Faculty Review Committee, Honors College Dean Evaluation Committee, and Honors Curriculum Committee) and two ad hoc committees (Honors College Associate Dean Ad Hoc Committee, Equity Audit Ad Hoc Committee,) met to handle matters related to the charges of these subcommittees.

Elected Honors Council representatives for 2022-2023 were: Robert Campbell (ARTH/COAA), Carol Stivender (MGMT/BCOB), Jessica Schlueter (CCI), Cindy Gilson (COED), Andrew Willis (ECE/COE), Deborah Beete (KNES/CHHS), Ritika Prasad (HIST/CLAS), Sandra Clinton (GES/CLAS), Pilar Zuber (PHS/At-large), and Abigail Moore (LIBRARY/At-Large, UHP). In addition, Daniel Vazquez and Ken Balint (students), Malin Pereira (Dean, Honors College), Jeffrey Leak (Interim Associate Dean, Honors College), and Colette Chenault (Administrative Support Associate) attended the Honors Council meetings.

Major Activities, 2022-2023:

1. The Honors Council made multiple updates to our Policy Manual and Bylaws such as (1) Updating Dean Pereira's official title, (2) Including the addition of the new Associate Dean, (3) Updating the Administrator Evaluation processes, and (4) Adding in clarifying language and job descriptions for the student representative and alternate. In part, these changes were made due to the restructuring of the Honors College as an official college.
2. Colette Chenault, the Honors College Administrative Support Associate, enhanced the organization of the Honors Council materials by utilizing Google Drive folders which has made information more accessible to members.
3. The Honors Council reviewed proposals from Honors Programs in English, Arts and Architecture, and Computing and Informatics, as well as the Honors College curriculum. The

Council collaborates with Program Directors to make improvements, and we ensure consistency of programmatic rigor and robustness across the University.

4. The Honors Council also reviewed and made recommendations regarding faculty applications for appointment or renewal as Honors Faculty, again ensuring consistency across campus. A total of 30 new Honors Faculty members were appointed and 26 were renewed.
5. The Honors Council evaluated the Dean and Interim Associate Dean of the Honors College. Members of the Evaluation Committees invited input from the various stakeholders in this process. At each Honors Council meeting, members provided feedback to Dean Pereira and Interim Associate Dean Leak about their accomplishments or major events within the Honors College.
6. Based on best practices for diversity, equity, access, and inclusion outlined in the National Collegiate Honors Council (NCHC) recent position paper on enrollment management titled, "Honors Enrollment Management: Toward a Theory and Practice of Inclusion," the Honors Council again encouraged all Honors programs to develop holistic honors admission practices as well as to lower barriers to continued participation in honors programs and colleges by utilizing a more holistic assessment process rather than relying substantially on GPA.
7. The Honors Council approved new components and options for Honors Students' Theses and Capstones so they are more flexible and representative of domain-specific inquiry, products, and dissemination processes.

The Honors Council has one final meeting in May in which we will vote on the edits and revisions to the Bylaws. Once approved, the Honors Council Chair will submit the revised Bylaws to the Faculty President and the Faculty Executive Committee. Otherwise, we completed all planned activities for the 2022-2023 academic year and have no unfinished business.

Respectfully submitted,

Cindy M. Gilson, Ph.D.

Honors Council Chair
Associate Professor of Gifted Education
Cato College of Education

16. Nominations, Honors, and Awards Committee (NHAC)

Annual Report 2022-2023

The Nominations, Honors and Awards Committee combines the functions of three sub- committees: the O. Max Gardner Award sub-committee (spearheaded by Ms. Jen Knight), the Honorary Degree Advisory sub- committee, The Chancellor Woodward Award, and the Faculty Governance Elections sub-committee (actively steered by Mr. Matt Wyse).

We are thankful of the support of Office of Academic Affairs and specifically, of the guidance and work of Mr. Wyse who helped the committee as it sought to sustain timely meetings and insure that it meets the expectations of its charge as they are articulated in the by-laws. The Chair communicated on numerous occasions with Mr. Wyse and outside of the committee meetings in the hope that the committee would guarantee suitable candidates to be honored with the three awards.

The Work This Year:

The NHAC met in total six times via Zoom. Two of these meetings were of the whole group and the other four times of the subcommittees assigned at the beginning of the academic year when the Committee assumed its charge. We first met on September 21, 2022 to plan the year's work. At that meeting we agreed on the compositions of the three subcommittees that would eventually help determine the suitable representatives of the faculty from which to choose the final candidates for the relevant awards. We elicited responses from Deans/Chairs across the University. The subcommittees were established in order to alleviate the work load and to share the task equitably. The chair met with the members of the three sub-committees (twice in the case of the O. Max Gardner Award and once each for the Honorary Degree and the Woodward Awards). On the way to the designation of the finalist for each of the Awards, the Chair maintained an open line of communication with the members of the various subcommittees by e-mail and through the intermediary of Mr. Wyse. The whole committee met for the last time this academic year on April 19, 2023. The activities of these groups to date are described below.

O. Max Gardner Award

The call for nominations for the O. Max Gardner Award went out shortly after the working group met. The committee kept up with the expected deadlines. It received and accepted the nomination of Dr. Steven Rogelberg, Chancellor Professor of Management and Organizational Science. The sub-committee has established the contours of the nomination letter that University Council Faculty Elect,

Dr. Xiaoxia Newton, will forward to the Offices of the Chancellor and Academic Affairs by the 15th of May, 2023.

Dr. Rogelberg is a pioneering researcher in the areas Meeting Sciences. His focus in this arena consists in determining the various ways that meetings can be productive for the workplace. His research thus assesses, evaluates and attempts to improve meetings as they are acknowledged as a significant and expensive part of the workplace.

Dr. Rogelberg's other area of contribution is in Organizational Research Methods. He has recognized the value of exploring the role of non-respondents in surveys and assessments. His work seeks to better understand the characteristics of people who do not participate in research and surveys – the nonrespondents.

The third area of Dr. Rogelberg contribution to academic research and applied science is in the field of "Dirty Work." This research notices that volunteers and in general workers who give of their time in shelter work are in the unenviable position of witness failures, deaths and who are, in effect, first responders to the trauma experienced by fellow humans who dwell in poverty or deal with psychiatric challenges or to shelter animals that are, for the most part and barring adoption, candidates for euthanasia. Dr. Steven Rogelberg's interests are in the health and well-being of these types of employees and volunteers who serve in the main, nonprofit organizations. The completed application for Dr. Rogelberg's nomination as he represents UNC Charlotte for the O. Max Gardner Award will be submitted by the sub-committee and Ms. Knight to the UNC System Office in the Fall of 2023 via email.

Honorary Degree

The Honorary Degree Advisory sub-committee and Mr. Wyse distributed a call for nominations and the members met on November 2, 2023 to discuss whether the nominees met the criteria established by the UNC Charlotte administration and the Board of Trustees. An honorary degree report on the committee's recommendations regarding the nominees was sent to the Chancellor on November 12, 2023. The University has not yet announced the nominee but the sub-committee concurs that s/he serves on many boards including that of the Obama Foundation.

The recipient of this honor will receive the degree of Doctor of Public Service honoris causa in large part because that person has expressed in actions and words a deep commitment to the University in many ways and is ultimately vested in improving the students' experience at UNC Charlotte.

(As of the day of this report, the Honoris Causa had not been officially announced.)

Chancellor Woodward Award

On March 8, 2023, the NHAC sub-committee was tasked by the Faculty Council President to consider making the fourth Woodward award. The award recognizes a junior faculty who has shown extraordinary promise in their research. In March 2023, the subcommittee charged with this task selected Dr. Kaustavi Sarkar from the Dance Department of the College of Arts and Architecture.

Dr. Sarkar's work and writings focus on the Odissi tradition in South Asian dance. She engages the critical perspectives of the tradition but overall, and to quote Dr. Sarkar's Dean, her work is "highly collaborative, interdisciplinary ... [and] aligns dance, feminist and queer studies, digital scholarship." Dr. Sarkar's work is expansive because it links the methodologies and practices of her expertise and, as we see above, with other domains of study.

Dr. Sarkar's channels her creative force into academic publications, solo performances, choreographies for solo artists as well as ensembles, and by devising collaborative projects for concert choreography and multimedia productions.

Faculty Governance Elections

The working group for the faculty governance elections with support of Mr. Wyse called for nominations for the university-wide 2023-2024 Faculty Governance Positions. Mr. Wyse distributed the ballot on April 11, 2023 with a deadline of April 21, 2023.

The results were announced at the University Faculty Council meeting of the April 27, 2023.

Respectfully submitted on April 27, 2023.

Eddy Souffrant,

Associate Professor of Philosophy, Inaugural ADVANCE FADO Fellow,
Affiliate of the Africana Studies Department and the Center for Professional and Applied Ethics.

NHAC Chair

17. Part-Time Faculty Committee

PT Faculty Committee Annual Report

AY 2022-23

Kim Buch, Chair; Sabrina Clark; Gary Eldridge; Shelly Ellis; Felicia Harris; Steven Kanczewski; Maria Labbato; Lane Rhodes

This committee met regularly via zoom during the AY. Below is a summary of activities and accomplishments. Attached find our Compensation Equity Proposal to the FC and our presentation slides to the FEC.

1. At our first meeting, we brainstormed topics of concern to part-time faculty (PTF); prioritized topics in order of importance; and decided to focus on compensation equity as our sole priority.
2. We communicated with Faculty President, Susan Harden, about adjunct faculty compensation and advocated for increases for these faculty; collected data on compensation equity gaps for PTF vs FTF both nationally (from the literature) and locally (using Institutional Research data as well as informal conversations with our PTF peers); prepared a salary analysis for adjunct faculty showing the reduced purchasing power of their salary as inflation increases; prepared a set of proposed strategies that could be implemented to increase PTF compensation and reduce salary equity gaps.
3. Presented our findings and recommendations at the April 13 FEC meeting—see attached slides.
4. Submitted a written Compensation Proposal to the Faculty Council which included our data collection, salary analysis, and recommendations.
5. Worked to re-invigorate the committee and discussed ways in which it can better represent the needs of and advocate for the PT faculty. We plan to continue this work in the AY 2023-24.

18. Undergraduate Course and Curriculum Committee (UCCC)

Annual Report 2022-2023 for the UCCC:

The Undergraduate Course and Curriculum Committee handled all their proposals via e-mail correspondence and in Curriculog. The committee met virtually early in the fall to demonstrate Curriculog to members of the committee. After this introductory meeting, we did not meet in-person or via zoom during Fall 2022 and Spring 2023. The committee reviewed 26 curriculum proposals covering the following proposal types: new degree program-preliminary authorization, new degree program-request to authorize, new minor, new concentration, program inactivation, and program revision. The committee chair reviewed a significant number of Curriculog proposals, totaling approximately 290.

Submitted on 4/20/2023 by Paola Pilonieta, Chair

19. University College Faculty Council (UCFC)

Annual Report 2022-2023

UCFC was extremely busy this academic year (2022-2023) due to our role in providing governance and oversight of the 2023 General Education implementation. In a normal academic year, this council meets once a month and often skips a month if business is slow. However, the council met every two weeks during fall semester 2022, and every three weeks in spring 2023. The most important actions made by the committee included:

1. Mastering the 2023 gen ed revision so that it could provide true oversight of its implementation
2. Studying, evaluating, and approving the new Charlotte Core's four competencies and their related student learning outcomes, including Critical Thinking, Communication, Intercultural, and Quantitative / Data.
3. Studying, evaluating, and approving UCOL's *competency rubrics* for the four new Core Competencies
4. Studying, evaluating, and approving UCOL's new assessment model for the 2023 gen ed curriculum competencies
5. Studying, evaluating, and approving UCOL's transition plan from the old gen ed to the new gen ed
 - a. i.e., when the W / O requirements would end; when the LBSTs would be retired; the schedule for when the different competencies would be assessed, etc.
6. Helped Coral Wayland, Associate Dean of Undergraduate Education, with how to handle transfer credit for the new gen ed.
 - a. i.e., new alignment for AP and Community College credit into Theme courses rather than LBSTs
7. Examined UCOL's Charlotte Core website which was created to help faculty revise old LBSTs and introductory courses into Theme courses
8. Signed off on UCOL's plans for faculty development for the new gen ed
9. Performed a review of the Dean of UCOL and Associate Provost of Undergraduate Education, Dr. Lisa Walker

The above represents our most important tasks, but it is not comprehensive. This council was extremely busy this academic year, and next academic year will be the same as UCOL rolls out the 2023 Gen Ed.

Respectfully submitted,

David A. Johnson

Chair, University College Faculty Council, 2022-2023