

**FACULTY COUNCIL**  
**Meeting Minutes**  
**February 18, 2016**

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**Voting Members Present**

**(Ex Officio):** Jeffrey Leak (President); Lisa Walker (President-Elect); Loril Gossett (Secretary); Gregory Starrett (Past President); Chandra Subramaniam (FEC, COB); Susan Furr (FEC, COED); Howie Fang (FEC, COE); Paula Eckard (FEC, CLAS); James Tabor (FEC, CLAS); Judy Walker (FEC, LIB); Phil Dubois (Chancellor); Nancy Fey-Yensan (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Graduate School Dean); John Smail (UCOL Dean)

**(Unit Representatives):** Casper Wiggins (ACCT); Janet Levy (ANTH); Janet Williams (ARTS); Susan Sell (BINF); Jian Zhang (BIOL); Joanna Krueger (CHEM); Jim Bowen (CEGR); Sayde Brais (COMM); Phyllis Post (CSLG); John Stogner (CJUS); Ellen Sewell (ECON); Lynn Ahlgrim-Delzell (EDLD); Alan Rauch (ENGL); Kiplan Womack (FINN); John Diemer (GYES); Benny Andres (HIST); Ed Hopper (LACS); Beth Martin (LIB); Ed Jernigan (MGMT); Jaya Bishwal (MATH); Heather Coffey (MDSK); David Russell (MUSC); Betsy Herron (SON, alternate); Phillip McReynolds (PHIL); Martha Kropf (POLS, alternate); Jane Gaultney (PSYC); Ahmed Arif (PHS); Michael Green (REEL, alternate); James Tabor (RELS); Mark Ezell (SOWK); Lisa Walker (SOCY); Shawnee Wakeman (SPED); Tom Burch (THEA)

**Voting Members Absent**

**(Ex Officio):** COA+A FEC Representative; Cynthia Gibas (FEC, CCI); Mike Turner (FEC, CHHS); Mark Wilson (FEC, CLAS); Joan Lorden (Provost and Vice Chancellor for Academic Affairs); Arthur Jackson (Vice Chancellor for Student Affairs); Bob Wilhelm (Vice Chancellor for Research and Economic Development); Ken Lamba (COA+A Dean); Steve Ott (COB Dean); Yi Deng (CCI Dean); Ellen McIntyre (COED Dean); Robert Johnson (COE Dean); Anne Moore (Library Dean)

**(Unit Representatives):** Richard Sanders (AERO); Tanure Ojaide (AFRS); David Thaddeus (SOA); Cem Saydam (BISOM); KR Subramanian (ITCS); Ann Dils (DANC); Aba Ebong (ECGR); Carlos Orozco (ETCM); John Cox (GIAS); Reuben Howden (KNES); Charles Bodkin (MKTG); Alireza Tabarraei (MEGR); Jared Sloan (MSCI); Yasin Raja (PHYS); ITIS Unit Representative (ITIS); Yesim Sireli (SEEM)

**Also Present (but Not Voting)**

Matthew Wyse (Academic Affairs); Jay Raja (Academic Affairs); Christine Robinson (Assessment and Accreditation); Cathy Sanders (Assessment and Accreditation); John Frederick (Assessment

and Accreditation); Malin Pereira (Honors College); Beth Rugg (ITS); Christopher Knauer (Office of Registrar); Cathy Blat (University Center for Academic Excellence)

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### **Meeting Called to Order by Dr. Jeffrey Leak at 12:32pm**

#### **I: Approval of Minutes from 1/14/2016**

Delayed until next meeting

#### **II: Presentation by the Office of Assessment and Accreditation (Executive Director Christine Robinson, Director of Assessment Cathy Sanders, and Director of Academic Planning and Assessment John Frederick)**

Discussion of student assessment process and resources at UNC Charlotte

Feedback from UNC Charlotte's 2011 SACS report indicated that some programs on campus lacked clear metrics for assessing student learning outcomes. The 2011-2012 plan focused on having each program develop at least one outcome that could be evaluated over time.

UNC Charlotte met this goal (each program developed a clear learning outcome measure for evaluation purposes). However, there was concern these reports/evaluations were taking a lot of time and only being used to satisfy SACS, rather than being used by departments to reflect and improve upon their curriculum.

UNC Charlotte's current assessment goal is to focus on evaluating student outcomes that faculty want to know about so they can meet the educational goals of each department. The assessment process has moved to a calendar (v. fiscal) year for reporting purposes and to allow more flexibility for faculty to meet and reflect upon evaluation results for planning purposes. The assessment department on campus is also providing more resources to help with program planning.

Bringing faculty together to discuss the results of the assessment process has allowed departments to work on curriculum mapping (linking courses together in sequence). Additionally, there has been more attention given to issues of pedagogy (how do we want students to learn), professional development (what training do our faculty need), curriculum review (what courses do we need), and methodology (how should we evaluate our progress).

Discussion:

Q (Starrett) - Do we know (or have a way to tell) if the programming planning assistance provided by the assessment office is improving student learning outcomes?

A (Frederick) – This is hard to measure. Because so many variables impact student performance it is difficult to demonstrate the degree that changes in program design directly impact learning outcomes.

Q (Levy) – Despite all of the variables that impact student performance, faculty members are still judged if the outcome measures fail to show improvement. Right now the only people held accountable for student learning are the faculty and their efforts. Is there any way to evaluate student input?

A (Frederick) – Student assessments aren't intended to “judge” faculty performance. We want this process to be developmental and not punitive.

A (Sanders) – The Senior Survey and other assessment variables are ways that departments can demonstrate student learning. We are looking for ways to make this information more available to departments.

Q (Bodkin) – It is one thing to assess student performance while they are in school but we also need to look at our alumni and determine how they are doing after graduation. How can we measure and demonstrate alumni performance? It is too labor intensive to ask each department to reach out individually but perhaps the assessments office could put something in place to reach out and assess student performance post-graduation.

A (Sanders) – We are looking into ways to reach out to alumni. Some departments already do this.

A (Frederick) – Some departments keep track of their alumni using LinkedIn. This is something we recommend faculty do to keep track of their students after graduation.

Q (Green) – It seems important to know how much all of these assessment programs are costing the university and if it is actually worth the effort. Could the assessments office report back to Faculty Council by the end of the year and show how much assessment programs have cost UNC Charlotte? It would be helpful to have a span of time to look at – perhaps all costs from 2012 up through Spring of 2016?

A (Chancellor) – It would be hard to quantify all of the factors that go into supporting the assessment process (faculty time, administrative costs etc.).

I would like to prevent staff time being chewed up to develop a summary of costs that we look at it but can't do anything about.

Q (Green) – I just want a measure of general costs, not a long drawn out report. Is that possible?

(Hopper) – Some think the assessment process is just “navel gazing” and my navel isn't that interesting.

A (Frederick) – We understand the frustration people feel when they spend so much time on the assessment process and want to know if it is time well spent. However, there are so many issues to factor here. We want to help departments focus their time on assessing issues they find valuable.

Q (Krope) – Following our alumni on “LinkedIn” is a good idea. How do we do that?

A (Frederick) – Anyone interested in learning more about that can see me after the meeting.

### **III: Update on General Education Curriculum Proposal by Dean of University College (Dr. John Smail)**

The UCFC consulted with departments all over campus last fall and did not receive any consensus on what sort of additional changes we should make for the LBST critical thinking/communication proposal. However, we still weren't sure if there would be enough departments on campus offering classes under this new design to make it work.

We issued a planning RFP asking departments what sort of resources they would need to offer classes in this model which is due 2/19. The UCFC will look at this feedback to determine if/how the university can move forward on this proposal. We hope to come back to Faculty Council in April with another update.

Q (Leak) - what is the implementation timeline if this proposal does go through?

A (Smail) – If we decide to go forward, we would plan to implement the change for new freshman in Fall 2017. New transfers would have this implemented in Fall 2018 (so we don't short-circuit students already in the pipeline at community colleges working under the old model).

### **IV: Report of the Chancellor (Dr. Phil Dubois)**

President Spelling will visit UNC Charlotte 3/14-3/15. We don't know what the security issues will be. She has made a statement about her values/goals as President of UNC system at the Board of Governor's retreat last week.

Dubois is planning to be on the local NPR show "Charlotte Talks to promote the NC Connect bond. We need people to turn out to vote. There is little formal opposition to the bond but one challenge is that people misunderstand that passing this bond may lead to higher taxes. This is not the case. Academic Affairs is working hard to get students registered to vote but young people don't vote at a high rate so we need to get everyone mobilized to vote

UNC Charlotte has received a 10% increase in applications for Fall 2016. We expect to have over 27,000 students enrolled on campus next year.

Dubois is currently chairing a citizen committee that is exploring a medical school in the Charlotte area called the "Medical Education Task Force." This is not an official UNC committee or run by the State. This committee is looking at the demographics of the Charlotte region to see if/how a four-year medical school might impact the area's health care needs. UNC Charlotte's science programs would be enhanced by having a medical school nearby. However, The Board of Governors and Chapel Hill would all need to support such an effort.

Some key events for next fall are currently in the planning stage. 9/22-23 will be the Chancellor's Speaker Series and the speaker is being finalized. Additionally, 9/23 is the 70<sup>th</sup> anniversary of UNC Charlotte (that is when the Carolina Center opened). We will have a celebration on campus.

With respect to the NC General Assembly, we are planning to move forward with requests for salary increases for the exempt staff members who were not included in the salary adjustments we received this past year. Additionally, the Legislature is currently studying the Historically Black Colleges in the UNC system and considering new incentives to encourage enrollment. If put into place, we may lose some of the students we currently recruit from the Fayetteville area (we don't get as many students from Pembroke or Elizabeth City).

Finally, we are getting ready to release the UNC Charlotte institutional plan for 2016-2021. We plan to get it finalized by May.

Discussion:

Q (Levy) – If the congressional election is postponed b/c of the redistricting issue, will we still vote on the bond?

A- We have not heard that they plan to stop the entire election because of the congressional issue. We are planning to move forward and assume that we will vote on the bond on 3/15.

Q (Levy) –The new adverse weather policy is particularly detrimental to SPA employees. Can this be addressed by the General Assembly?

A – The current plan requires people not to come to work if we close campus. However, workers are required to take vacation or unpaid leave for the days they are not at work. This policy is particularly unfair to landscapers/maids who are the lowest paid employees.

Q (Bodkin) – Will UNC Charlotte have any representation on the committee currently searching for a new head for the CPCC system? We get a lot of transfer students from CPCC so it might be nice to have some input on this selection process.

A – This is an interesting suggestion. We don't currently have an official role in this search process but we can explore this idea.

**V: Report of the President-Elect (Dr. Lisa Walker)**

It is Faculty Council election time and we need nominations for FEC and the Faculty Council's Standing Committee chairs. The next President-elect will be the first to serve a two year term. We are working with the Provost to provide some additional incentive to support the new faculty president – since this is a two year term. We are not quite sure what these incentives might be (perhaps course release time, etc.) but we are hoping to make it easier for faculty to serve in this important position.

**VI: Report of the President (Dr. Jeffrey Leak)**

Dr. Spellings will be here 3/14-15. We initially thought she would be able to meet with the full Faculty Council however she has asked to meet with a smaller group. She will meet with the FEC on Tuesday (3/14). It might be helpful to give her a sense of what is on the minds of the faculty in general here at UNC Charlotte. We don't want to overwhelm her but we want to give her some ideas of what are important issues/concerns we want to put on her radar. We only have an hour of her time so want to focus on a few key issues).

Discussion:

(Dubois) – Spellings seems aware the governance issues (relationship between the President's office, the Board of Governors and the different Campuses) are a key concern within the UNC system. The Board of Governor's hired the Boston

Consulting Group to get feedback from each campus and it is posted on their website.

(Leek)– We will send out that link to the Boston Consulting Report to the faculty.

(Gutierrez) – Trust is a big issue for faculty. The Board of Governors does not seem to trust Campus Administrators to do their jobs.

(Jernigan) – The Legislature has also been heavy handed with micro-managing how universities are being run. We don't know where to look for authority. Who is in charge (BOG, Chancellors, UNC President, Legislature)?

## **VII: Old Business**

(Dubois) We had a student forum to discuss diversity issues on campus (how to overcome self-segregation on campus). It was a very productive discussion. One student asked “What exactly does a Chancellor do”? In response to this question we have decided to add a section to “Inside UNC Charlotte” to highlight what the Chancellor’s office is currently working on.

## **VIII: New Business**

(Leak) Thank you everyone for supporting my presentation at Personally Speaking on 2/16.

## **Meeting adjourns 1:39**

Minutes submitted by Dr. Loril Gossett (Faculty Council Secretary)