

**FACULTY COUNCIL  
Meeting Minutes  
November 19, 2015**

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**Voting Members Present**

**(Ex Officio):** Jeffrey Leak (President); Lisa Walker (President-Elect); Chandra Subramaniam (FEC, COB); Susan Furr (FEC, COED); Howie Fang (FEC, COE); Judy Walker (FEC, LIB); Phil Dubois (Chancellor); Dean Adams (on behalf of COA+A Dean); Richard Buttimer (on behalf of COB Dean); Yi Deng (CCI Dean); Robert Johnson (COE Dean); Nancy Fey-Yensan (CHHS Dean); Nancy Gutierrez (CLAS Dean); Tom Reynolds (Dean GS); Betty Ladner (on behalf of LIB Dean); John Smail (UCOL Dean)

**(Unit Representatives):** Casper Wiggins (ACCT); Janet Williams (ARTS); Susan Sell (BINF); Jian Zhang (BIOL); Cem Saydam (BISOM); Joanna Krueger (CHEM); Jim Bowen (CEGR); Sayde Brais (COMM); Phyllis Post (CSLG); Matthew Phillips (CJUS, alternate); Karen Hubbard (DANC, alternate); Ellen Sewell (ECON); Lynn Ahlgrim-Delzell (EDLD); Kiplan Womack (FINN); John Diemer (GYES); Benny Andres (HIST); Ed Hopper (LACS); Beth Martin (LIB); Charles Bodkin (MKTG); Jaya Bishwal (MATH); Heather Coffey (MDSK); Stephan Hobbs (MSCI, alternate); David Russell (MUSC); Maren Coffman (SON); Phillip McReynolds (PHIL); Vasily Astratov (PHYS, alternate); Cherie Maestas (POLS); Jane Gaultney (PSYC); Ahmed Arif (PHS); Michael Green (REEL, alternate); James Tabor (RELS); Mark Ezell (SOWK); Lisa Walker (SOCY); Shawnee Wakeman (SPED); Yesim Sireli (SEEM); Tom Burch (THEA)

**Voting Members Absent**

**(Ex Officio):** Loril Gossett (Secretary); Gregory Starrett (Past President); COA+A FEC Representative; Cynthia Gibas (FEC, CCI); Mike Turner (FEC, CHHS); Paula Eckard (FEC, CLAS); James Tabor (FEC, CLAS); 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); Ellen McIntyre (COED Dean)

**(Unit Representatives):** Richard Sanders (AERO); Tanure Ojaide (AFRS); Janet Levy (ANTH); David Thaddeus (SOA); KR Subramanian (ITCS); Aba Ebong (ECGR); Carlos Orozco (ETCM); Alan Rauch (ENGL); John Cox (GIAS); Reuben Howden (KNES); Ed Jernigan (MGMT); Alireza Tabarraei (MEGR); ITIS Unit Representative (ITIS)

**Also Present (but Not Voting)**

Leslie Zenk (Academic Affairs); Matthew Wyse (Academic Affairs); Cindy Wolf Johnson (Academic Services); J. Garvey Pyke (CTL); Shanna Coles (Distance Education/Summer School); Dennis Livesay (Graduate Council); Beth Rugg (ITS); David Broome (Legal Affairs); Janet Daniel (OASES); Christopher Knauer (Office of Registrar); Jared Dobbertin (Student Body VP)

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Meeting called to order by Dr. Jeffrey Leak

**1. Consideration of the Minutes from 10/22/2015**

Moved to approve (Ezell); Second (Furr); Approved via acclamation

**2. Request to change name of the Master of Science in Public Health (MSPH) degree to Master of Public Health (MPH) degree**

Moved to approve (L. Walker); Second (Subramanian); Approved unanimously

**3. Request to award posthumous degree to Sara Endres**

Moved to approved (Hopper); Second (Subramanian); Approved unanimously

**4. Motion that appropriate degrees be conferred on all candidates who have met the established requirements of the Faculty since August and that the degrees have an award date of December 2015**

Comes as motion from FEC; Second (Tabor); Approved unanimously

**5. Discussion of General Education curriculum proposal (Dr. John Smail)**

Dr. Leak described an aspect of the General Education curriculum proposal as the connection between first year writing and liberal studies with critical thinking. He then introduced the Dean of University College. Dr. Smail mentioned that some members of the task force on the redesign of the General Education curriculum are here, including Cliff Scott, the Chair of the University College Faculty Council (UCFC). November is the deadline for consultation and the UCFC will review all comments during consultation. This is a significant change to the General Education curriculum. Questions about this change are typically in three areas: What is this? Why this structure? Resources?

Dr. Smail then opened the discussion to questions.

Q: When will new course LBST 2301 be offered?

A: We have five faculty members trying this curriculum out in their regular LBST classes this semester. We are getting their feedback. This is collaboration with first year writing faculty and CTCC course. Most aggressive implementation would be to teach some sections in Fall of 2016 and more in Spring 2017 with full go in Fall 2017. Department Chairs talk about resources. This curriculum cannot be taught with the additional faculty. We need more faculty resources to

implement. Where does the university choose to invest? What type of curriculum do we want for our students? This is a choice.

Q: How will the 110x LBST courses be affected?

A: All students will still be required to meet the LBST 110x requirement. One of three 2000-level LBST courses will go to two of three. Some of the reduction in resources here will go towards LBST 2301. It's a wide open curriculum. We would like to engage a more diverse faculty into this curriculum towards helping students develop critical thinking skills.

Q: How does this affect transfer students?

A: The proposal spells out transfer students. 25% are exempted. We will do course equivalencies. Biggest impact would be those who took first year writing elsewhere and would not take first year writing here, but would take LBST 2301.

Q: What about the typos in the proposal?

A: Bottom of page 4 and in some other places there are some typos...when we proceed to the next phase we will send a revised document that will go out again to the whole faculty for consultation.

Q: Why will students be able to stay in Western?

A: This is one of the difficult choices. We didn't think it possible to add a fifth LBST course, so two of three 2000-level LBST courses was selected.

Q: How do we free up faculty members from their regular teachings to offer this curriculum?

A: We can't with this current faculty. It will require additional resources. It becomes a question of where the allocation of new resources will go. We have identified three types of faculty to teach these sections. The cheapest way is to hire lectures. Teaching entirely with lectures is not ideal, so a mix of tenure line faculty is proposed.

Q: Not a question, but a comment - We have been talking about critical thinking for the past 30 years and this is a commendable way towards this. Help the students see the arc of their development with critical thinking.

Dr. Smail thanked the Faculty Council and asked the faculty members to let us know if you are interested in making this happen.

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

President-Elect Spellings will start in March. We don't know yet the transition plan. President Ross will most likely not serve beyond December. President-Elect Spellings wants to meet with faculty and staff across the system within her first 90 days. She reached out to all the chancellors within

hours of being selected. She is a very cordial person. I'm looking forward to getting started with her.

Many people will be getting letters about salary increases. Inside Charlotte details this more. State funded raises have been few and far between. This year we felt we could raise the permanent faculty salaries. SHRA means Subject to Human Resources Act. Exempt staff is EHRA, which includes all faculty and non-faculty exempt personnel. There is a range of salaries and a market midpoint of that range. We decided to try to get everyone below the market midpoint to that market midpoint. We managed to get 75% of personnel to that point the other 25% are within 10% of that point. With the available dollars we had, we tried to get everyone we could to this point to the best we could. We looked at peer institutions' market mean at the same level. It would take \$5 million to get doctoral faculty to the mean and we allocated \$6 million. 905 of the faculty will get raises. 66 of those received the maximum raise and are still less than 10% from the mean, so we will give them additional raises as soon as we have the authority to do so. Next year we are in line to get more enrollment increase money and go back to salary increases.

The assumptions for the campus plan are out for your review. In January the first draft of the institutional plan will be released. The academic plan is basically done; it is part of the fabric of the institutional plan. We should be a little over 32,000 by 2020.

Campus construction projects - south entrance, bridge to research institute, and bridge to Mary Alexander Road - should be done soon. The Campus Congestion Taskforce, which Richard Buttmer serves on, will look at everything, including working with the city officials. The Taskforce will work with input from faculty, staff, and students.

News on the new science building - Students are in favor of this new building. Students imposed upon themselves a fee to help pay for the building, which will cost around \$63 million dollars. It will be located on the parking lot next to Student Union, which will reduce parking and require more shuttling onto campus. There is a State Bond measure on the election ballot that includes the new science building. The Chancellors are trying to get out the vote. We are trying to get an early voting site on our campus. Turbo Vote software will remind students when they need to vote. If the bond measure passes, the science building will be one of a very few number of buildings of recent buildings funded by the State (the others being Center City and EPIC).

Belk Tower has significant structural issues. It would cost \$1 million to fix or \$2 million to redesign the entire courtyard. We will have forums to discuss how to design the courtyard.

The situation in Missouri is a hot topic. Institutions are wondering if they have a University of Missouri situation brewing. When I started at UNC Charlotte African Americans, Asian Americans, and Latino Americans were only about 25% of the student population. Now they are about 40% of the student population. Diversity.uncc.edu has our diversity plan. We have talked to student groups. The most important thing we can do is listen. I want students to know what we have done. Please take a look at this website if you haven't.

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

Two items to discuss: (1) O. Max Gardner Award Nominee and (2) analysis of UNC Charlotte's financial health.

Dr. Richard Tedeschi is our O. Max Gardner Award Nominee. His work with post-traumatic stress disorder and understanding of posttraumatic growth make him a strong candidate.

AAUP workshop about financial health of institutions led to an AAUP analysis of UNC Charlotte's financial health. Taking data from audited financial statements we have done an analysis of our University's fiscal years 2009-2014. Our assets exceed our liabilities. Our Fichtenbaum-Bunsis composite score and Moody score are 3.9 and 3.6 in 2014...a very healthy institution. I put this together, but it has been fact checked by the AAUP.

**8. Report of the President (Dr. Jeffrey Leak)**

FEC will meet in December. A resolution in support of the bond referendum will be discussed.

**9. New Business**

None.

Motion to adjourn (J. Walker); Second (L. Walker); Approved unanimously.

Minutes submitted by Matt Wyse (Faculty Governance Assistant)