

**FACULTY COUNCIL**  
**Meeting Minutes**  
**March 26, 2015**

**Present** (ex officio): Gregory Starrett (President); Jeffrey Leak (President-Elect); Peter Schmidt (Secretary); Chandra Subramaniam (BCOB); Susan Furr (COED); Meredith Troutman-Jordan (CHHS); Betty Ladner (Alternate, Library); Phil Dubois (Chancellor); Joan Lorden (Provost); Yi Deng (Dean, College of Computing and Informatics); Melba Spooner for Ellen McIntyre (Dean, College of Education); Robert Johnson (Dean, William States Lee College of Engineering); Nancy Fey-Yensan (Dean, College of Health and Human Services); Bill Hill for Nancy Gutierrez (Dean, College of Liberal Arts & Sciences); Tom Reynolds (Dean, Graduate School); John Smail (Dean, University College).

**Absent**: Eddy Souffrant (Past President); Jose Gamez (COA+A); Cynthia Gibas (CCI); Mehdi Miri (COE); Beth Rubin (CLAS); Paula Eckard (CLAS); Mark Wilson (CLAS); Arthur Jackson (Vice Chancellor of Student Affairs); Ken Lambla (Dean, College of Arts + Architecture); Steve Ott (Dean, Belk College of Business).

**Present** (unit representatives): Casper Wiggins (ACCT); Janet Levy (ANTH); Susan Sell (BINF); Shan Yan (Alternate, BIOL); Cem Saydam (Alternate, BISOM); Joanna Krueger (CHEM); Loril Gossett (COMM); James Frazier (ITCS); Jack Culbreth (CSLG); Charisse Coston (Alternate, CJUS); Ellen Sewell (Alternate, ECON); Barry Sherlock (ETCM); Alan Rauch (ENGL); John Diemer (GYES); Jim Hogue (HIST); Erik Wikstrom (KNES); Anastasia Korolova (LACS); Ed Jernigan (MGMT); Charles Bodkin (MKTG); Lan Kolano (MDSK); Jennifer Whitaker (Alternate, MUSC); Michael Kelly (PHIL); Yasin Raja (Alternate, PHYS); Beth Whitaker (POLS); Charlie Reeve (PSYC); Andrew Harver (PHS); Ian Binns (REEL); John Reeves (RELS); Mark Ezell (SOWK); Khai Truong (ITIS); Gloria Campbell-Whatley (SPED); Tom Burch (THEA).

**Absent** (unit representatives): Dean Fitzgerald (AERO); Tanure Ojaide (AFRS); David Thaddeus (SOA); Maja Godlewska (ARTS); Rajaram Janardhanam (CEGR); E.E. Balcos (DANC); Lisa Driscoll (EDLD); Sukumar Kamalasan (ECGR); Keener Hughen (FINN); John Cox (GIAS); Stephanie Otis (LIB); Zhiyi Zhang (MATH); Harish Cherukuri (MEGR); Jared Sloan (MSCI); Mary Smith (SON); Murray Webster (SOCY); Yesim Sireli (SEEM).

**Also present**: Leslie Zenk (Academic Affairs); Matt Wyse (Academic Affairs); Cindy Wolf Johnson (Academic Services); Garvey Pike (CTL); Malin Pereira (Honors College); David Broome (Legal Affairs); Sarah Edwards (Legal Affairs); Christopher Knauer (Registrar); Cathy Blat (UCAE); Shanna Coles (Distance Education).

**The meeting was called to order at 12:30 pm, Dr. Starrett Presiding.**

**1. Approval of meeting minutes from February 19, 2015.**

No corrections proposed.

Approved via acclamation.

**2. Motion to award degrees, Spring 2015.**

A motion to award degrees was forwarded from the Faculty Executive Council, pursuant to a memorandum from the Provost dated 5 March, 2015. The motion was seconded. The motion was passed unanimously.

**3. Post Tenure Review Policy**

A motion to change wording in the draft proposal supplied by the Office of the Provost was forwarded from the Faculty Executive Committee. The motion was seconded for discussion. All instances of “Senior Faculty” were changed to read “Tenured Faculty” in the changed version of the policy document. This changed verbiage was unanimously approved.

A motion to discuss the suitability of this new policy was forwarded from the Faculty Executive Committee. The motion was seconded.

Discussion

A member rose to speak against the approval of this policy by UNC Charlotte faculty. The member’s remarks are presented verbatim here:

*I recommend that we vote against this motion. It is based on poor information, poor analysis, and hypocrisy. Let me interject, at this point, that my critique is not aimed at senior administrators on this campus. Phil, Joan, [Dean]: I don’t think this document reflects your own goals or values. Also, I understand that this policy will be imposed on us, no matter what the vote is. All the more reason to vote No, and make sure our opinions is known. I do not want anyone to be able to say about this policy... ”but the faculty agreed to it.”*

*The proposed policy is demeaning and disrespectful to faculty. The proposed policy is based on the often repeated but untrue claim that faculty are not reviewed after tenure. Tenured faculty in my department, and I assume in yours, are rigorously reviewed every year. The proposed policy is presented to us for a vote as part of alleged shared governance. But, given that our vote has no influence over what will happen, there is no shared governance. We should not allow the appearance of shared governance where there is no shared governance. Additionally, the revisions require a*

*lot more bureaucratic work that takes time from our core missions of teaching and research.*

*Finally, the proposed policy expresses a breath-taking hypocrisy when it claims that it will “promote excellence by recognizing and rewarding faculty performance that exceeds expectations.” There have been virtually no rewards – that is, fair and regular raises – for anyone in years. There is no plan to provide decent rewards to people who either meet or exceed expectations.*

*Because I believe this proposed policy is both vindictive and hypocritical, I will vote No, and I urge you to do so as well.*

Another member rose to second these remarks.

The Provost remarked that the vote being taken was merely symbolic.

The vote was 47 to disapprove of the policy, 0 to approve of the policy with a single abstention.

**4. Substantive Changes to the Academic Credit Hour Policy and Baccalaureate Degree Progression Policy & Tuition Surcharge Policy and the Readmission of Former Students Policy.**

A motion for approval of the changes to these policies was forwarded from the Faculty Executive Committee. The motion was seconded. These policy changes were approved unanimously. The changed policies are attached to these minutes and incorporated by reference.

**5. Minor Changes to the Declaring Undergraduate Majors and Minors Policy, the Academic Records and Transcripts Policy, the Academic Honors Policy and the Posthumous Degree Policy**

A motion to approve changes to these policies was forwarded from the Faculty Executive Committee. The motion was seconded.

Discussion

A member rose to question the Undergraduate Majors and Minors policy. The policy seemed unclear. A motion was made to change verbiage in the policy to include “through relevant department” was approved unanimously.

All policies as modified by discussion were approved unanimously.

**6. Motion to approve Office of Undergraduate Admissions proposal regarding TOEFL scores**

A motion to consider the recommendations made by the Office of Undergraduate Admissions, the English Language Training Institute (ELTI) and the Office of International Programs in a memorandum dated 9 January 2015 concerning TOEFL /

IELTS score requirements at UNC Charlotte was forwarded from the Faculty Executive Committee. The motion was seconded for discussion.

#### Discussion

President Starrett discussed concerns about enrollment effects of the proposed changes to acceptable scores for admission. The memorandum requesting the changes will be augmented with information on impact on enrollment. Initial data analysis indicates that 25% (47/188) of the students admitted in Fall of 2015 would have been adversely affected by this policy change.

Members questioned the data used to produce the recommendations in the memorandum and how the situation would be monitored to assess long term effects on students. A member asked that the Director of ELTI address the council.

Members agreed that anecdotal evidence exists for students being admitted without necessary language and communication skills.

The proposal implementation data was also discussed. The requested implementation date of Fall 2015 was deemed unworkable since admissions for that semester have already begun. A Fall of 2016 implementation date is targeted for any approved changes to this policy.

The business will be continued during the April meeting, with proposal authors invited to present their findings and rationale.

### **7. Changes to the Faculty Constitution**

A motion to consider changes to the Faculty Constitution was forwarded by the Faculty Executive Committee. The motion was seconded for discussion.

The proposed changes to the Constitution accomplish changing the term of service of the Faculty President from one year to two years. Adjustments are also made to the terms of service of the President Elect and the Past President. The proposed constitution is attached to these minutes and incorporated by reference.

#### Discussion

A member rose to question how resignations would be handled with the new terms. Article 6, Section 3 was referenced. The member then withdrew their question.

The motion was unanimously approved for forwarding to the faculty at large for approval via an electronic election.

### **8. Changes to the Standing Rules of the Faculty Council**

President Starrett asked the membership to review the proposed changes to the Standing Rules distributed with the agenda for this meeting. These changes will be discussed at the April meeting, pending successful passage of the constitution revisions.

**9. Discussion of Resolution on the Designation of Faculty and GTAs as Responsible Employees under Title IX**

A motion to consider a resolution concerning this decision was forwarded from the Faculty Executive Committee. The motion was seconded for discussion.

Discussion

Dr. Starrett provided background on title IX policy implementation at UNC Charlotte. Issues of student autonomy and Faculty confidentiality were discussed. A resolution was presented to faculty detailing concerns raised in the FEC, the FC and via discussion with other faculty members. That resolution is attached to these minutes and is incorporated by reference.

The Chancellor rose to state that the University could not operate without a policy in place. He indicated that the policy as written was open to revision, and cited some examples from other UNC System campuses that may be useful as templates if the current policy was unacceptable to faculty.

Legal Affairs representatives characterized the current policy as advice rather than a mandate, contradicting statements made at earlier meetings.

The chancellor tasked the FEC with assembling a group of faculty who could work with his office to write a policy that was acceptable to all stakeholders. Interested parties are directed to contact President Gregg Starrett for service in this capacity.

A member asked that any policy address the status of all graduate students rather than singling out GTAs.

**10. Report of the Chancellor**

Dr. Dubois agreed with the push back against policies promulgated from the Board of Governors when faculty members do not agree.

The current budget is being debated. No surprises are expected, yielding a good budget for UNCC with full funding of enrollment increase.

There will probably be no capital funding this year, but a bond measure for next year is being discussed. This would provide funding for the new UNC Charlotte Science building.

Administration is planning on a major adjustment of faculty salaries next year.

Construction on our campus continues. Bike lanes and sidewalks are planned for integration into in the projects underway.

UNC Charlotte's tuition increases were approved by the Board of Governors. UNC Charlotte tuition increases were among the lowest in the UNC system.

The Board of Governors visit went well, kudos to faculty and students who helped. Student protests were handled well on all sides.

## **11. Report of the Provost**

Dr. Lorden reported that a policy on academic calendar changes, schedule interruptions due to weather or football, or other events is being drafted. This document will give faculty options on interrupted schedules, such as prerecorded lectures, Moodle based work or rescheduled lectures. The University may designate a Saturday each semester (one can only assume it would be a non-football Saturday) for makeup work. 75 class days per semester are needed for a three credit-hour course; more are typically scheduled at UNC Charlotte.

The gap between fall and spring semesters is currently problematic. A minimum time before spring semester commences after return from winter break is being implemented.

On April 30th an ETS test workshop is scheduled. How will we get a representative sample? The test must be integrated into course work somehow. We are looking at setting a day during each Spring semester to do assessment.

The University has a professional internship program in place for use by students. The Charlotte Research Scholars program is also in place to help students. This year we are adding internships through the Community Engagement Office (Charlotte Engagement Scholars).

## **12. Report of the President Elect**

Watch out for a Community Engagement event on campus in late April 2015.

Candidates for secretary and president elect are still needed. Please forward nominations to Dr. Leak.

## **13. Report of the President**

Dr. Starrett reinforced the need for candidates for secretary and president elect.

**14. New Business**

None.

**The meeting was adjourned at 1:51 pm.**

Submitted

A handwritten signature in black ink, appearing to be the name 'Peter Schmidt', written in a cursive style.

Peter Schmidt, Secretary