Academic and Student Affairs Committee Meeting
Thursday, February 15, 2018, 10:30–11:30 a.m.
Reese Building, Fifth Floor, Room 524C

Agenda

The Committee Chair will state the following at the beginning of each meeting: In accordance with the State Government Ethics Act (Chapter 138A of the N.C. General Statutes), I remind all members of the Board of Trustees of their duty to avoid conflicts of interest and appearances of conflicts of interest. If you are aware or become aware of a conflict of interest or any item that may create the appearance of a conflict of interest, please notify me immediately.

1. Approval of Meeting Minutes
   Michael L. Wilson, Chair
   Document: November 28, 2017, Meeting Minutes—Open Session

2. Research Spotlight: Posttraumatic Growth
   Bob Wilhelm, Vice Chancellor for Research and Economic Development
   Richard Tedeschi, Professor of Psychology
   Document: Posttraumatic Growth

3. Sanford/Moore Communications Update
   Kevin Bailey, Vice Chancellor for Student Affairs
   Stephen Ward, Executive Director of University Communications

4. Jamil Niner Food Pantry
   Kevin Bailey, Vice Chancellor for Student Affairs
   Document: Norm’s Fight Against Food Insecurity

5. Tenure and Promotion Process
   Joan Lorden, Vice Chancellor for Academic Affairs
   Document: Reappointment, Promotion, and Tenure Review and Appeals

6. Adjourn
   Michael L. Wilson, Chair

Members
Michael L. Wilson, Chair    J. Brett Keeter    Joe L. Price, ex officio
Sharon A. Decker    Mary Ann Rouse

UNC Charlotte Board of Trustees
Academic and Student Affairs Committee Agenda

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Academic and Student Affairs Committee Meeting
Tuesday, November 28, 2017, 10:30
Harris Alumni Center, Tate Hall

Open Session Minutes

Present
Michael Wilson, Chair
Sharon A. Decker
Mary Ann Rouse

Absent
J. Brett Keeter

Staff and Guests in Attendance
Jonathan Adams, Associate Dean of Students and Director of Student Conduct
Kevin Bailey, Vice Chancellor for Student Affairs
Susan Burgess, Chief Compliance Officer
Michael Carlin, Vice Chancellor for Information Technology
Christine Reed Davis, Dean of Student Affairs
Michael Dulin, Professor of Public Health Sciences and Director for the Academy of Population Health Innovation
Richard Leeman, Faculty Council President
Joan F. Lorden, Vice Chancellor for Academic Affairs
Jay Raja, Senior Associate Provost
Heather Smith, Professor of Geography, Faculty Research Associate in the UNC Charlotte Urban Institute
Jennifer Walker, Chief Audit Officer
Robert Wilhelm, Vice Chancellor for Research and Economic Development
Leslie R. Zenk, Assistant Provost

Call to Order. Mr. Wilson called the meeting to order and reminded Committee members of their duty to avoid conflicts of interest and appearances of conflicts of interest under the State Government Ethics Act, in accordance with Chapter 138A of the North Carolina General Statutes, and advised the Committee members to notify him immediately if anyone should become aware of a conflict of interest or the appearance of a conflict of interest during the meeting. No conflicts of interest were reported.
Approval of Minutes. Mr. Wilson requested action on the minutes of the October 11, 2017, Academic and Student Affairs Committee meeting.

Action. On a motion by Mary Ann Rouse seconded by Sharon Decker, the Committee approved the October 11, 2017, meeting minutes.

Research Spotlight. Dr. Wilhelm introduced Dr. Dulin and Dr. Smith. Drs. Dulin and Smith presented an overview of the formation and evolution of a unique partnership between medical practitioners and staff at Carolina’s Healthcare System’s Department of Family Medicine; UNC Charlotte faculty and students in Geography, Nursing and Public Health; and community agencies and advocates working with underserved populations in under-resourced neighborhoods across the Charlotte region. Dr. Dulin stated that the Mecklenburg Area Partnership for Primary Care Research (MAPPR), which was established in 2005 and of which he is director, is a practice based research network that uses the principles of community-based participatory research to build interventions that improve access to primary and preventative care, advance health outcomes, and enhance quality of life. Dr. Dulin stated that since its inception, MAPPR has received funding from the National Institutes of Health, the Agency for Healthcare Research and Quality, The Duke Endowment, The Patient Centered Outcomes Research Institute, and the Charlotte Research Institute.

Dr. Smith stated that, with its community partners, MAPPR has examined patterns of healthcare utilization, identified barriers to healthcare access, and explored social and spatial determinants of health. Dr. Smith noted that the results of these investigations have been used to develop a comprehensive, web-based community resource guide (ranging in topics from health, legal, government, and education); expand a nutrition and exercise class to help combat obesity among Latina families; launch a Spanish-language radionovela program profiling stories of health behavior and nutritional choices; and hold monthly wellness fairs at in elementary schools to provide medical and social support services.

IT Centralization—Scope and Plan. Mr. Carlin reviewed the findings of a recent state audit, including increased demand for IT services, siloed IT service delivery, and a need to better leverage the University’s IT capabilities and resources. Mr. Carlin reviewed the plan to address these concerns, including the University’s objectives, approach, and means of assessment. Mr. Carlin stated that consulting firm BerryDunn has been hired to conduct an assessment of the University’s central and distributed IT organizational structures. Mr. Carlin presented a timeline of project milestones. Ms. Schulte asked whether efforts to manage risk and improve security will include cybersecurity, and Mr. Carlin stated that he is personally managing cybersecurity and that a risk matrix will be developed in January 2018. Dr. Carlin stated that BerryDunn’s assessment is expected in spring or summer 2018.

Demonstration Activities Response Team (DART). Dr. Bailey and Mr. Adams provided an overview of the University’s Demonstration Activity Resource Team (DART), a multidisciplinary team charged with providing information for and observing and responding to campus demonstration activities such as protests, marches, camp outs, and sit-ins. The team’s goal is to
support the University’s commitment to facilitating a safe environment in which members of the community can exercise their First Amendment rights but in which any interference with normal University operations is minimized. Mr. Adams reviewed roles and responsibilities for DART team members and the process for activating DART.

Adjourn. There being no further business before the committee, Mr. Wilson adjourned the meeting.

Submitted:    
Joan F. Lorden   Date  
Provost and Vice Chancellor for Academic Affairs

Approved:    
Michael Wilson   Date  
Chair  
Academic and Student Affairs Committee
Posttraumatic Growth

RICHARD TEDESCHI, PH.D.
PROFESSOR OF PSYCHOLOGY
HEALTH PSYCHOLOGY DOCTORAL PROGRAM
UNC CHARLOTTE
Standard psychiatric definition of trauma and Posttraumatic Stress Disorder

DSM-5 describes traumatic stress involved in PTSD as exposure to actual or threatened death or serious injury, or sexual violence
  ◦ directly
  ◦ or witnessing in person
  ◦ or learning about violent or accidental event experienced by a family member or other close friend
  ◦ Repeated exposure or extreme exposure to aversive details of events
Trauma—redefined

Threat to physical integrity—perception of life threat
Trauma--redefined

Threat to *physical* integrity—perception of life threat

Threat to *psychological* integrity
- if it represented a severe challenge to individuals’ past ways of understanding the world and their place in it.
Trauma—redefined

Threat to *physical* integrity—perception of life threat

Threat to *psychological* integrity
  ◦ if it represented a severe challenge to individuals’ past ways of understanding the world and their place in it.

*A moral injury*
  ◦ acting in ways that seem counter to previously held moral codes, core beliefs.
Trauma & Core Beliefs

Cognitive reassessments

- Challenging or shattering the *assumptive world*: Core beliefs about
  - How benevolent people are
  - How predictable events are
  - How controllable the world is
  - How vulnerable I am
  - How capable I am
  - Who I am, what kind of person am I
Reconstruction Needed
Posttraumatic *Growth* (PTG)

Posttraumatic Growth is both a process and an outcome: The experience of positive changes in oneself as a result of the struggle with traumatic events.
PTG

Posttraumatic Growth is both a process and an outcome: The experience of positive changes in oneself as a result of the struggle with traumatic events.

New Possibilities
PTG

Posttraumatic Growth is both a process and an outcome: The experience of positive changes in oneself as a result of the struggle with traumatic events.

New Possibilities

Relating to Others
PTG

Posttraumatic Growth is both a process and an outcome: The experience of positive changes in oneself as a result of the struggle with traumatic events.

New Possibilities

Relating to Others

Personal Strength
PTG

Posttraumatic Growth is both a process and an outcome: The experience of positive changes in oneself as a result of the struggle with traumatic events.

- New Possibilities
- Relating to Others
- Personal Strength
- Appreciation of Life
PTG

Posttraumatic Growth is both a process and an outcome: The experience of positive changes in oneself as a result of the struggle with traumatic events.

- New Possibilities
- Relating to Others
- Personal Strength
- Appreciation of Life
- Spiritual and Existential Change
PTG approach to trauma

Recognition that trauma responses in PTSD are natural given the traumatic circumstances.

“It is not what is wrong; it is what happened.”

Instead of merely symptom relief, a focus on meaningful living.

Applications to health care, natural disasters, combat experience, etc.
Norm’s Fight against food insecurity

Sean Langley, Dean of Students Office, Assistant Director for Off-Campus and Volunteer Outreach
Sean Myhand, University Professional Intern Program (UPIP Intern), Student Pantry Leader
Mission

The Jamil Niner Student Pantry exists to ensure food security, human dignity, and well-being on campus by providing in-need UNC Charlotte students with healthy, culturally appropriate emergency food.

The Jamil Niner Student Pantry was named in honor of Dhiaaa and Hope Jamil in fall 2016 for their generous support in combatting food insecurity at UNC Charlotte.
Goals

1. Serving students' food insecurity needs.

2. Raising awareness and educating the campus and community about food insecurity.

3. Providing an on-campus site for service learning—which will build institutional capacity for combatting food insecurity and will contribute to student well-being and enhanced learning outcomes for student volunteers and student clients.
Food insecurity factors

• Tuition has risen 27% at public universities and 14% at private schools in the last decade.

• Increase in low-income and first generation students attending college.

• Stagnant wages and rise in cost of living.

• International visa stipulation.

• Small graduate stipends.
Undergraduates & graduates

- Undergraduate Students: 73%
- Graduate Students: 27%

N=303
Gender breakdown

<table>
<thead>
<tr>
<th>Group</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate</td>
<td>32%</td>
<td>68%</td>
</tr>
<tr>
<td>Graduate</td>
<td>37%</td>
<td>63%</td>
</tr>
</tbody>
</table>
Race/ethnicity

- **International Students**: 97%
- **African American**: 50%
- **Hispanic**: 12%
- **White**: 20%
- **Asian**: 7%
- **Multiracial**: 5%
- **Other**: 6%
Age by degree type

Undergraduate Students
- Ages 18-19: 7%
- Ages 20-23: 73%
- Ages 24-27: 11%
- Above Age 28: 9%

Graduate Students
- Ages 18-19: 0%
- Ages 20-23: 47%
- Ages 24-27: 47%
- Above Age 28: 6%
College by degree type

- Graduate School: 2%
- Education: 1%
- Arts and Architecture: 6%
- Health and Human Services: 3%
- University College: 5%
- Belk College of Business: 19%
- Liberal Arts and Sciences: 2%
- Computing and Informatics: 7%
- Engineering: 7%

Undergraduate Students
Graduate Students
Number of visits

- **Undergraduate Students**
  - One Visit: 46%
  - Visit between 2-5: 35%
  - Visit between 6-10: 17%
  - More than 10 times: 2%

- **Graduate Students**
  - One Visit: 42%
  - Visit between 2-5: 37%
  - Visit between 6-10: 14%
  - More than 10 times: 7%

Legend:
- One Visit
- Visit between 2-5
- Visit between 6-10
- More than 10 times
Academic performance

- Undergrad Clients: 2.9
- Grad Clients: 3.8
- All Undergraduate Students: 3.0
- All Graduate Students: 3.8

- Undergrad Clients
- Grad Clients
- All Undergraduate Students
- All Graduate Students
Volunteers

Students who generously share their time are the bedrock of our pantry.

On average, we have 25 volunteers per week.

Volunteers—
• greet clients
• assist with client intake
• inventory stock
• collect data
Community garden

- Established spring 2017 to provide clients with fresh produce.

- Produce grown includes peppers, tomatoes, squash, cucumbers, zucchini, lemongrass.

- We grew 153 lbs. of produce in 2017; we provided 54 lbs. of produce to our clients and gave the rest to a local charity.

- We plan to continue to expand our community garden.
Campus Partners
External Partners

TIAA

Publix

Chartwells

Eat · Learn · Live

ACOSTA

SALES & MARKETING

LOAVES & FISHES

Groceries for Neighbors in Need
For more information on the Jamil Niner Student Pantry, please contact
Sean Langley
Dean of Students’ Office
Assistant Director for Off-Campus and Volunteer Outreach
slangley@uncc.edu
Reappointment, Promotion, and Tenure Review and Appeals

Board of Trustees Meeting
February 15, 2018
Distribution of full-time faculty by rank

- Full Professor: 334
- Associate Professor with Tenure: 315
- Second Term of Assistant Professor: 75
- Initial Term of Assistant Professor: 136
- Non-Tenure Track: 382

Total: 1,330
Reappointment, tenure, and promotion process

Dossier prepared by candidate
External reviews requested

Department Review Committee
Chair → Rebuttal
College Review Committee
Dean → Rebuttal
Provost
Chancellor → Hearing Committee
Board of Trustees

Merit Review
Hearing Process

The Hearing Committee:
• Elected by the faculty
• Does not reexamine the merits
• Determines if the decision was based on
  material procedural irregularities or impermissible grounds:
  1. Denial of First Amendment rights
  2. Discrimination based upon race, color, creed, sex, disability, sexual orientation, religion, age, national origin, veteran status, or other prohibited forms of discrimination
  3. Personal malice

The Committee’s decision is forwarded to the Chancellor, who may accept or reject it. A negative decision may be appealed.
Appeal: Board of Trustees

Denial of promotion or reappointment of Library faculty member
Denial of promotion for a tenure-track faculty member

Executive Committee Standard of Review:

Petitioner must demonstrate that the Chancellor’s decision was:

- clearly erroneous
- violated state or federal law or University policies or regulations
- based on a materially flawed process

The decision is final and may not be further appealed

# of appeals since 2008

1
The purpose of the appeal to the Board of Governors is to ensure:

- that the process for reviewing the decision was not materially flawed
- that the result reached by the Chancellor was not clearly erroneous
- that the decision was not contrary to controlling law or policy

The decision is final and may not be further appealed.
Faculty Reappointments and Promotions

(2013/14 – 2016/17)

- Reappointed to Assistant Professor: 102
- Awarded Tenure and Promotion to Associate Professor: 90
- Awarded Tenure at Rank: 11
- Promoted to Full Professor: 76
Reappointment and Promotion Denials and Withdrawals

(2013/14 – 2016/17)

Denied Reappointment to Assistant Professor: 3
Denied Tenure & Promotion to Associate Professor: 6
Denied Tenure at Rank: 2
Denied Promotion to Full Professor: 6
Withdrew from RTP Process: 10