

**Minutes of the Faculty Development & Welfare Subcommittee
Faculty and Institutional Affairs Committee
UNCP Faculty Senate
February 8, 2007**

Members Present: Anne Coleman (Secretary), Will Collier, David Dran, Valjeaner Ford, David Nikkel (Chair), Meridith Storms, Jay Vest, and Gary Wright.

Members Absent: Pamela Barkett, Emily Long, and Barbara Synowiez.

Call to Order:

The meeting was convened by the Chair, David Nikkel.

Approval of the February 8, 2007 Agenda:

The agenda for the meeting was approved unanimously.

Approval of the January 11, 2006 Minutes:

The minutes were approved by acclamation.

Old Business:

(a) Faculty Textbook Royalties Policy

Chairperson Nikkel presented the proposed policy to the FIA Committee for possible adoption as UNCP's policy on textbook royalties. He was advised that the policy would need to include "course packs" before being considered. Therefore Chairperson Nikkel proposed dividing the policy into two parts as indicated below:

6-4.B. Faculty Publications Policies

6-4.B.1. General

There is no prohibition against the use of published material in a faculty member's classes (with the collection of related royalties), provided that the textbook, CD, or other material

1. has been produced and copyrighted by a recognized, independent publisher at its own expense, and
2. has been made available for open sale.

6-4.B.2 Course Packs

[Maintain wording of former **6-4.b.** in faculty handbook]

The subcommittee voted to accept the proposed changes.

(b) Full-time Temporary Faculty Employment Policies

Jay Vest has continued to research this topic and recommended that the subcommittee take a look at AAUP's Contingent Appointments policy. This policy is available on the AAUP website at <http://www.aaup.org/AAUP/pubsres/policydocs/conting-stmt.htm>. One of the things that AAUP's policy discusses is the percentage of non-tenure faculty hired at institutions. Currently, approximately 41-44% of faculty members at UNCP are on a tenure tract. In the UNC System, 41-61% of faculty members are contingent appointments. Jay will continue to investigate the overview/conceptual framework of contingent appointments. Barbara Synowicz is working on titles that qualify faculty positions and make their status clearer. Pam Barkett is investigating the more technical aspects of contingent appointments.

(c) Part-time Faculty Hiring Policies

David Nikkel presented a draft Word document outlining proposed additions to the rights and privileges of part-time faculty. The subcommittee discussed the draft document and voted that the policy as outlined below be submitted to the FIA Committee:

The Faculty Development and Welfare Subcommittee recommends the following changes and additions to Part-Time Faculty Policies:

3-10.A. Appointment of Part-Time Faculty

1. This section would read:

All part-time faculty must meet requirements for professional, experiential, and scholarly preparation comparable to those of their full-time counterparts in the same discipline.

The following sections would be added to the current policy:

2. Part-time faculty with satisfactory evaluations should have right of first refusal for courses they are qualified to teach on the basis of seniority. They should be notified of the expectation for employment for the up-coming semester as soon as knowledge of enrollment allows.
3. Salary per course for part-time faculty should be no less than 3% per credit hour of the average full-time faculty salary.

4. Part-time faculty should be informed of meetings of their department, which they are welcome to attend as non-voting members (unless departments authorize otherwise). There should be no requirement or expectation that they attend.

(d) Electronic Faculty Forum

The discussion topic for this semester is already on the SPARC Blackboard website. David Nikkel has sent out an e-mail notifying faculty and encouraging them to participate in the forums.

(e) Emeriti Faculty Recognition

When David Nikkel presented the subcommittee's recommendation to the FIA Committee, it was pointed out that both emeriti and retired faculty are listed in the catalog.

The subcommittee's response to the inquiry is that it is understood that both emeriti and retired faculty are listed in the catalog, but the members still feel that the subcommittee's recommendation should remain the same: there is already sufficient recognition of emeriti faculty.

New Business:

There was no new business introduced at this meeting.

Announcements:

The next meeting is scheduled for April 12, 2007 at 3:30 p.m.

Adjournment:

The meeting was adjourned at 4:18 p.m.