

Faculty Development & Welfare Subcommittee

Thursday, October 6, 2016 at 3:30 PM

213 Chavis University Center

AGENDA

Membership:

Yawo Bessa, SBS (to 2018)
Bill Brandon, NSM (to 2017), Chair
Terrence Dollard, ARTS (to 2018)
Doug McBroom, NSM (to 2018)
Claudia Nickolson, EDUC (to 2017)
Angela Revels, Asst. VC for Human Resources
James Robinson, SBS (to 2017)
Robin Snead, LETT (to 2018), Secretary
Laura Staal, EDUC (to 2018)
Tracy Thomas, ARTS (to 2017)

- I. Call to Order
- II. Approval of Minutes of the September 8, 2016 meeting ([Appendix A](#))
Approval of Minutes of the April 14, 2016 meeting (**Appendix B**)
- III. Adoption of the Agenda
- IV. Report from the Chair,
- V. Reports from Administrators
- VII. Old Business
 - FIAC approved, with minor modifications, both resolutions ([Appendix A](#)) – (section VI; a & c) that are to be presented to the Senate.
- VIII. New Business
 - Ongoing discussions concerning
 - 3x3 teaching load
 - Lab Schools
 - Promotion and Tenure decisions
 - Loss of email by retired faculty points to a broader problem
 - Administration/Faculty relations
 - Seek clarification of the Task Force's role in the reorganization of the Center for Teaching and Learning in addition to the ongoing search for a new Director.
 - Address UNCP's ongoing discussion with Academic Partnerships (AP), a for-profit company that purports to increase enrollment and revenues for IHEs

through marketing, recruitment, and conversion of on-campus courses to an online format.

IX. Announcements

X. Adjournment

Appendix A

Faculty Development and Welfare Subcommittee

September 8, 2016, 3:30 pm

UC 233

Minutes

Members in attendance:

Yawo Bessa, SBS (to 2018)
Doug McBroom, NSM (to 2018)
James Robinson, SBS (to 2017)
Robin Snead, LETT (to 2018), Secretary
Laura Staal, EDUC (to 2018)

Members not in attendance:

Bill Brandon, NSM (to 2017), Chair
Terence Dollard, ARTS (to 2018)
Claudia Nickolson, EDUC (to 2017)
Tracy Thomas, ARTS (to 2017)
Angela Revels, Asst. VC for Human Resources
TBA, LETT (to 2017)

Others in attendance:

Jesse Peters, FIAC Chair

I. Call to Order

The meeting was called to order at 3:32 by Jesse Peters, FIAC chair.

II. Approval of Minutes

Minutes from the previous meeting were not available. These will be approved at the October meeting.

III. Approval of the Agenda

The committee members present agreed to follow a standard agenda.

IV. Report from Jesse Peters, FIAC Chair

- a. Dr. Peters provided general information the Faculty and Institutional Affairs Committee (FIAC) including the committee/subcommittee structure and the charge of the Faculty Development and Welfare Subcommittee (FDWS).
- b. He emphasized the importance of committee work and thanked everyone for serving.

V. Unfinished Business

No unfinished business remains from the 2015-2016 academic year. James Robinson reported that the last item for discussion was the 3x3 teaching load.

VI. New Business

Jesse Peters facilitated a discussion of potential items of business for the committee's attention:

a. Faculty development

Faculty development is one of the defining objectives in the 2016-2017 Bravebook. The faculty should have a voice in how this is enacted. Dr. Cynthia Miecznikowski has been appointed as Interim Director for the Center for Teaching and Learning; a formal search for a Director is planned.

James Robinson motioned that the following resolution be adopted: *The Faculty Development and Welfare Subcommittee encourages administration to convene a task force to study best practices in teaching and learning centers at four-year universities, and to develop a model for the Teaching and Learning Center at UNC-Pembroke. Further, faculty should be directly involved in the search for a Director.* The motion was seconded by Doug McBroom. After discussion, the motion passed 5-0.

The committee requests both a job description for the Director of the Teaching and Learning Center and the charge for the Teaching and Learning Center. Dr. Cyndi Miecznikowski will be invited to our next meeting to discuss the TLC.

b. Loss of email for retired faculty

Jesse Peters noted that when faculty retire, they lose their UNCP email address. In the interest of maintaining contact with retired faculty and in the spirit of community, this practice should be changed.

c. NC Promise

Issues related to NC Promise were raised.

James Robinson motioned that the following resolution be adopted: *Given the potential impact of NC Promise on the faculty of UNC-Pembroke, the Faculty Development and Welfare Subcommittee strongly recommends the administration include legitimate faculty participation (persons in faculty roles, not administrative roles) in discussions of NC Promise at the state level. Such*

participation ensures representation of faculty concerns and allows direct reporting back to faculty. The motion was seconded by Yawo Bessa and passed 5-0.

- d. Lab Schools
Concerns over the implementation of a Lab School were raised. This is an unfunded mandate.
 - e. Faculty trust of administration
The faculty's trust of administration was discussed. The consensus of the committee is that faculty needs representation and involvement in decisions about our campus.
 - f. Emphases in Promotion and Tenure decisions
The committee discussed a concern with the types of work that are emphasized in promotion and tenure decisions.
- VII. Announcements
There were no announcements.
- VIII. Adjournment
The meeting adjourned at 4:56 pm.

Appendix B

Faculty Development & Welfare Subcommittee Meeting Minutes Thursday April 14, 2016 Thomas Family Assembly Room of the Museum of the Southeast American Indian Old Main

Members: Chair, Scott Ziegler ARTS (2016), Bill Brandon NSM (2017), Claudia Nickolson EDUC (2017), David Zeigler NSM (2016), Jamie Litty LETT (2016), Melody Chuang EDUC (2016), Terence Dollard LETT (2017), James Robinson SBS (2017), Tracy Thomas ARTS (2017), Ashley Allen SBS (2016)

Absent: Bill Brandon, Jamie Litty, Tracy Thomas

Assignment of minutes: Ashley Allen

I. Call To Order

The meeting was called to order by Scott Ziegler at 3:31 p.m.

II. Approval of minutes from March 3, 2016 meeting of the Faculty Development and Welfare Subcommittee were approved.

III. Approval of agenda Agenda was approved.

IV. Report from the Chair: -Hubbard Award awarded to Enrique Porrua

V. Old business

VI. New business

- Presentation entitled “Faculty Workload Policy Considerations” from Fayetteville State University’s Rollinda Thomas and Eric Dent
- Supplemental materials provided including the full presentation as well as other supportive policies (See attached)

Questions following the presentation:

1. Will course caps be raised?

It may be necessary to increase course caps. However if departments are getting to an SCH/FTE significantly above a 1.0 then they would be able to argue for more faculty.

2. What is the cost per year?

I do not have that information right now.

3. What is the history of the process for supporting this?

Faculty thought they were teaching a high courseload compared to other institutions. Provost drafted a policy. University needed to stay competitive to attract faculty. A significant amount of back and forth occurred between their respective FDW and the administration. It must have faculty buy-in so they need to help clarify how each department will be impacted.

4. What was the administration’s role?

May be that it is not necessary for the GA to give approval because the standard at the UNC level is that they should have a 3/3 load.

5. Is workload equivalent to teaching load?

No, workload includes service and scholarship.

6. Does scholarship and service increase?

No, the faculty evaluation model was not altered.

7. In planning 5 years out, do you expect a budget increase in order to hire more faculty?

Yes, we expect some increases, but not an extreme increase.

8. Are you planning on hiring new faculty to accommodate this change?

Yes

9. Have you already started search processes?

No

10. Is there a preference for adjuncts vs. course overload?

No, that is a department decision. In departments with limited expansion possibilities, we would look to the departmental averages to help make up for smaller classes.

11. How will this impact faculty retention and hiring?

We will be monitoring it.

12. What were some of the criticisms of the plan?

People were not generally opposed to the 3/3, but they wanted to be sure that the details would work out and that students would not be adversely impacted.

13. Should departments that do not have a Master’s program be considering a Master’s program?

No, not necessarily.

14. Do Master’s classes and Undergraduate classes count the same in teaching load?

No, the SCH rate is lower for Master's students.

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VII. Announcements:

This is the last meeting of FDW for the year.

VIII. Adjournment

The meeting was adjourned at 4:25 p.m.

Respectfully submitted by:

Ashley Allen