

Faculty Development & Welfare Subcommittee

Thursday, November 10, 2016 at 3:30 PM

233 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 October 6, 2016 meeting ([Appendix A](#))
- III. Adoption of the Agenda
- IV. Report from the Chair
- VI. Old Business
 - a. 3x3 Teaching Load: invited guest to present an integrated strategy
 - b. Lab Schools: develop and finalize Q&A regarding status
 - c. Academic Partnerships (AP): draft a resolution and/or proposal
 - d. Teaching and Learning Center: finalize Q&A seeking to clarify the ongoing reorganization
 - e. Promotion and Tenure: policy update
 - f. Administration/Faculty Relations: discussion
- VII. New Business
 - a. Assault on Academic Integrity (e.g. homeworkmarket.com)
- VIII. Announcements
 - a. Next Meeting – December 5
- IX. Adjournment

Appendix A

Faculty Development and Welfare Subcommittee
October 16, 2016, 3:30 pm
UC 213

Minutes

Members in attendance:

Yawo Bessa, SBS (to 2018)
Bill Brandon, NSM (to 2017), Chair
Terence Dollard, ARTS (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:

Claudia Nickolson, EDUC (to 2017)
Tracy Thomas, ARTS (to 2017)
Angela Revels, Asst. VC for Human Resources
James Robinson, SBS (to 2017)
TBA, LETT (to 2017)

I. Call to Order

Meeting was called to order at 3:31 by Chair Bill Brandon.

II. Approval of Minutes

Minutes from both the April 14th and September 8th meetings were approved as presented.

III. Adoption of the Agenda

After brief discussion of “Old” versus “New” business, the agenda was amended and adopted. Ongoing/unfinished items up for discussion were moved to “Old Business.”

IV. Report from the Chair

Bill Brandon reported that after minor modifications, the two resolutions from the September meeting were approved by FIAC and they will be sent to the Faculty Senate.

V. Reports from Administrators

No report.

VI. Old Business

A. Ongoing Discussion of 3x3 Teaching Load

Bill reported there is still interest in the 3x3 load. Terence indicated that as a Masters granting Comprehensive University, tenured and tenure-track faculty should be teaching a 3x3 load, and should be receiving overload pay for teaching a fourth course per semester. He noted that at FSU, non-tenure track and adjunct faculty are utilized to cover classes not taught by tenure-track and tenured faculty who carry a 3x3 load. Several points and questions were raised:

- UNC-Pembroke does not utilize large numbers of adjunct faculty, and this practice might increase with a 3x3 load.
- The exclusion of non-tenure track faculty is troublesome, given that there are many NTT faculty members on this campus who conduct research, who are involved in grants, and who are active on campus and in their scholarly communities.
- If there was a move to a 3x3 teaching load, how significantly would our class caps change?

Bill will consult with Scott Hicks (former Chair of the Faculty Senate) to develop a strategy to address the potentiality of incorporating a 3x3 load.

B. Ongoing Discussion of Lab Schools

Laura Staal commented that rather than going to lab schools, a better solution is to develop strong partnerships with local schools. She noted that lab schools are prohibitively expensive, and this area likely would not be able to support a lab school. UNCP is not big enough, and does not have the resources, to support such an initiative. Bill asked Laura to seek clarification from Scott Billingsley concerning UNCP's current position on lab schools.

C. Ongoing Discussion of Promotion and Tenure Decisions

Concerns remain over the standards for promotion and tenure. With administrative changes, there has been little consistency on promotion and tenure. The sense is that the definition of scholarly work should be handled at the department level. Terence offered the example of Mass Comm. Someone in the Broadcasting track might include documentaries, commercials, etc. as scholarly work, while others in different track might have article and book publications. However, others noted that this could be problematic when there are controversies and lack of agreement within the department, and department members seek to sabotage others.

Bill Brandon will ask in FIAC about the current status of T&P.

D. Administration/Faculty Relations

Concerns remain that hiring continues to be heavy at the administrative level. Bill shared data indicating we currently have a non-faculty employee for every 10.7 students.

Additionally, we should continue to push for more faculty control in decision making. The perception is that faculty voices are either not heard or are not valued.

E. Teaching and Learning Center

Dr. Cynthia Miecznikowski, Interim Director of the TLC, was invited to FDW. Unfortunately she teaches at 3:30 on Tuesday/Thursday, and will not be able to attend. Bill shared an email from Cyndi; she suggested the committee develop a list of questions to send to her, and she will respond. Current questions:

1. Who comprises the project team?
2. How will they go about choosing the Director? What are the criteria?
3. Will the new director be a part of determining the new vision/direction?
4. Can she provide us with a sense of the old direction—mission statement, purpose, vision, objectives etc.—and the new one being drafted?
5. What is Mark Gogal's role in this, and how is it related to what the Interim Director has been asked to do?

Robin will send the questions to all committee members, who will have until October 12th to add to or revise the questions. After the 12th, they will be sent to Cyndi for her response.

FIAC Chair Jesse Peters has suggested we request that a member of FDW be included on the project team. Bill will ask James Robinson if he might serve in this capacity. (Update 10/7/2016: James Robinson has indicated willingness to serve in this capacity assuming 1) his service would be as a representative of FDW, and 2) his service as a representative of this subcommittee is ratified by the subcommittee membership, giving him legitimacy to speak for the group.)

VII. New Business

Questions/Concerns about UNCP's ongoing discussions with Academic Partnerships (AP):

- The company's website lacks substance and offers no real information about how they recruit students.
- It is a "for profit" company," which is problematic.
- Bill shared an article from *Mother Jones* on the Director of this company.
- Why do we need a third party who wants to make education more like a business?
- Do the advantages outweigh the disadvantages?
- Why do we need to share our tuition with a for-profit company when we have our own PR people?
- What is the purpose/goal of a liaison with this company?

Bill Brandon will talk with Dr. Frederick and ask our questions.

VIII. Announcements

Offered for information - Terence reported some students in Mass Communication are using a website called "homeworkmarket.com", where students can spend what they can to purchase "original" papers or have someone take online tests and quizzes and return the answers to them.

IX. Adjournment

The meeting was adjourned at 4:42 pm.