

## Faculty Development and Welfare Subcommittee

April 13, 2017, 3:30 pm  
UC 233

### Minutes (Draft)

#### Members in attendance:

Ashley Allen, SBS (to 2018)  
Bill Brandon, NSM (to 2017), Chair  
Claudia Nickolson, EDUC (to 2017)  
Robin Snead, LETT (to 2018), Secretary  
Laura Staal, EDUC (to 2018)  
Tracy Thomas, ARTS (to 2017)

#### Members not in attendance:

Terence Dollard, ARTS (to 2018)  
Doug McBroom, NSM (to 2018)  
Angela Revels, Asst. VC for Human Resources (ex-officio)  
James Robinson, SBS (to 2017)

#### Guests in attendance:

Joy Fuqua, Office of Distance Education  
Cammie Hunt, Office of Distance Education

- I. The meeting was called to order at 3:35.
- II. The minutes of the February 9, 2017 meeting were approved as circulated.
- III. The agenda was adopted as
- IV. Report from the Chair—Chair Brandon suggested the committee needs to determine a chair for 2017-2018 rather than having the FIAC chair appoint one. He will send out an email to this end, and try to spur us on.
- V. Old Business
  - A. Academic Partnerships (AP)—Prior to this meeting, Cammie Hunt sent the contract to the group as requested. Both Cammie Hunt and Joy Fuqua were present to answer questions.
    1. No one present had questions about the contract itself. The main questions asked at the last meeting came from Carole Graham, the Chair of the Campus Hearing Board. (Those concerns are recorded in the February meeting minutes.) She responded after receiving the contract with additional concerns. This may need to be revisited at a fall meeting of FDW. (Dr. Graham was unable to attend this meeting.)

2. Dr. Hunt reported that our work with AP was not something that happened as quickly as it might appear. UNCP was in discussion with AP several years ago, at the same time UNCW was in discussion with them about their Nursing program. UNCW went ahead with the program and contracted with the company at that time, UNCP did not. However, discussions with the company continued, and led to the current contract with the School of Business. Currently, there are 8 courses in development, with 6 start dates. The courses will be 7 weeks long. The School of Business is “fully on board” with this initiative.
  3. Laura Staal asked if there would be reports on the success and the pitfalls once the program is up and running. Dr. Hunt and Dr. Fuqua agreed that this would be a good idea.
  4. Dr. Hunt also noted that the only undergraduate program Academic Partnerships even offers is in Nursing. They currently only work with MBA programs and some programs in Education at the Master’s level.
- B. Online Course Offerings—The course that prompted this discussion is no longer up for discussion as an online course. However, there may need to be discussion about how departments determine which courses are offered online, how the decision is made, and who is involved in the decision making.
- i. Ashley Allen noted that Psychology does not offer many online courses, and, historically, when they do, there is a higher failure rate in those courses than face-to-face courses. Dr. Hunt reported that across the campus, there is about a -1.2% difference in pass/fail rate in online courses on the main campus as compared to face-to-face courses. The pass rates in online classes offered at Richmond Community College or Sandhills Community College are higher.
  - ii. Claudia Nicholson reported that students she’s talked with who have not done well in online courses are generally less mature students who went in to the course thinking that online courses would be an easier option.
  - iii. Dr. Hunt was unnerved by a line in our last minutes about online students not getting the same preparation as face-to-face students. That is an issue that needs to be addressed with chairs. The courses should be equitable. (This particular comment was in reference to a course with a service-learning component that could not be replicated online.)
  - iv. Dr. Staal noted that one of the things we are battling is that students are not checking their Bravemail and Blackboard regularly. They need to be taught information management. This may impact performance in online classes.

- v. Dr. Hunt reported that Distance Ed is making changes to make the online courses a better environment. They were never intended as courses for freshmen who are traditional, main campus students. When the performance is broken out, the disparate performance of different types of students is apparent. Dr. Staal noted that one drawback of online courses on a campus such as ours is that every faculty member designs their Blackboard site differently, and this can be a challenge for students to learn to navigate. Dr. Brandon suggested that there is a fine line between honoring creativity, disciplinary expertise and differences, and uniformity.

C. Lab Schools—Claudia Nickolson and Laura Staal reported on their conversations with others about Lab Schools.

- 1. Dr. Nickolson spoke with Lisa Mitchell, who is involved with the lab school discussions at the state level. This is an unfunded mandate. The only funding is to send people to meetings. The funding will be based on a per pupil model. Major questions remain about facilities. Currently, the School of Education hopes to partner with Robeson County Schools, but no agreement has been reached and no firm decisions have been made. Facilities are a major issue, particularly when considering a partnership with Robeson County who are still dealing with facilities issues resulting from Hurricane Matthew. One possibility is a school-within-a-school model.
- 2. Dr. Staal met with Interim Provost Billingsley, and Dean Bryant, and they indicated that the focus was on middle school. If middle school is the focus, it won't really involve the School of Education; instead, it will involve individual departments with middle grades programs. Dr. Nickolson says she has heard the focus is on elementary grades.

D. NC Promise—Application numbers for 2017-2018 have improved. It does not look as dire as it did earlier. Perhaps we will not experience a decline in enrollment with students deferring to 2018 as once feared. Discussion ensued around the topic of why/if the university needs to grow, and the implications for our class sizes, faculty-to-student ratio, physical plant, etc.

E. *Changing Lives Through Administration*—We have experienced administrative growth (“bloat”) out of proportion with faculty growth. How much of the administrative growth is due to outside influence, federal mandates, etc.?

VI. New Business

- A. Hubbard Award—Chair Brandon recommends that we change the rubric next year to change the range of scores from 1-25 to 1-5. After brief discussion, Mordechi Inbari was chosen as the recipient.
  - B. BraveBook—Chair Brandon reported on discussion of the Bravebook with Mark Gogal at FIAC. One concern is that only four bullets in the entire Bravebook directly relate to educating students. Right now, the Bravebook is wholly asymmetrical, with administrators driving the initiative. There needs to be more faculty involvement (and not faculty currently in administrative roles).
- VII. Announcements—This is final meeting of FDW for the 2016-2017 academic year.
- VIII. Adjournment—The meeting was adjourned at 4:56.