

Subcommittee on Faculty Development & Welfare
March 11, 2021
Minutes

Members present: Jeff Bolles (S&BS to 2022), Dennis Edgell (NS&M to 2022), Scott Hicks (Secretary and TLC Director), Autumn Lauzon (LETT to 2022), José Rivera (ARTS to 2022), Laura Staal (EDUC to 2022), and Dana Unger (CHS to 2021)

Member absent: Angela Revels (Human Resources)

Guests: Liz Normandy (Academic Affairs), Maria Pereira (Faculty & Institutional Affairs Committee), Melissa Schaub (Acting Chair), Robin Snead (English, Theatre & Foreign Languages)

- I. The meeting was called to order at 3:36 pm.
- II. The minutes were approved as presented, 7-0-0.
- III. The agenda was adopted as presented, 7-0-0.
- IV. Report from the Chair
 - A. Acting Chair Melissa Schaub, appointed by Faculty & Institutional Affairs Committee Chair Maria Pereira, reported that she sees her role as facilitating the business of the subcommittee in keeping with its activities to this point.
- V. Unfinished Business
 - A. The Faculty & Institutional Affairs Committee returned the subcommittee's statement, developed at its October 2020 meeting, on COVID19 and faculty wellbeing for revision for the purposes of greater specificity and increased clarity, including more specific actions by chairs and deans.
 1. Associate Provost Scott Billingsley stated Feb. 11 that the Office of Academic Affairs would take action on the subcommittee's statement.
 2. The item was tabled until the subcommittee's April 2021 meeting by acclamation.
 - B. Miscellaneous Items
 1. Acting Chair Schaub has communicated with Associate Vice Chancellor Lois Williams regarding student success and retention relating to hybrid course formats and awaits a response.
 2. Former Chair Rivera reported that Human Resources cannot easily access or present data regarding compensation of directors and coordinators. Associate Vice Chancellor Normandy reported that she already possesses the data and might have interim Provost Locklear's permission to share this information and stated that the Office of Academic Affairs is considering reducing compensation of directors and coordinators. After discussion, Member Rivera stated that he would draft the subcommittee's wish to facilitate equity in compensation of coordinators and directors as a resolution to be presented to the subcommittee for consideration at its April 2021 meeting.

3. Former Chair Rivera and Acting Chair Schaub reported that they have discussed the creation of a University ombudsperson in general terms with Associate Vice Chancellor Revels.
4. Acting Chair Schaub emphasized the subcommittee's role in distributing the Hubbard Award.
5. Acting Chair Schaub reminded the subcommittee of former Chair Rivera's intention to focus the subcommittee's efforts on academic advising.
6. Acting Chair Schaub queried the subcommittee regarding their intentions regarding these options, with support for further discussion of COVID19 wellbeing, compensation of directors and coordinators, an ombudsperson, and post-pandemic leave.
7. Advised by her questioning and further discussion, Acting Chair Schaub will collect further information regarding the consideration of COVID19 in faculty evaluation and the creation of an ombudsperson and the subcommittee will consider a draft resolution, to be authored by Member Rivera, regarding equity in compensation for inclusion on the April 2021 agenda.

VI. New Business

- A. Changes to the fall and spring calendars in effect added one month of additional work to non-tenure track faculty on one-year contracts without additional compensation. Associate Vice Chancellor Normandy deferred to Associate Provost Billingsley in terms of responding to concerns regarding changes to contracts and whether they were communicated appropriately (if at all) to faculty so affected. Acting Chair Schaub will present this item for discussion and resolution to the March meeting of the Faculty & Institutional Affairs Committee.
- B. Member Lauzon moved, and Member Bolles seconded, the proposal to establish post-pandemic directed academic leave as presented to the subcommittee. The motion was approved as follows, 6-0-1:

Member	Vote
Bolles	Aye
Edgell	Abstain
Hicks	Aye
Lauzon	Aye
Revels	Absent
Rivera	Aye
Staal	Aye
Unger	Aye

VII. Announcements

- A. Acting Chair Schaub stated that the subcommittee next will meet April 8, 2021, in her WebEx room.

VIII. Moved by Member Bolles and seconded by Member Lauzon, the meeting was adjourned, 7-0-0, at 4:43 pm.