

Faculty Development and Welfare (FDW) Subcommittee

Agenda

April 8, 2021 3:30 pm

WebEx: <https://uncp.webex.com/meet/melissa.schaub>

Join by phone

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Access code: 739 143 306

Members: Jeff Bolles (SBS to 2022), Dennis Edgell (NS&M to 2022), Scott Hicks (Director of TLC), Autumn Lauzon (LETT to 2022), Angela Revels (AVC for Human Resources), José Rivera (ARTS to 2022), Laura Staal (EDUC to 2022) Melissa Schaub (LETT, Interim Chair), Dana Unger (CHS to 2021)

- I. Call to Order
- II. Approval of Minutes from March 11, 2021 (Appendix A)
- III. Adoption of Agenda
- IV. Report from the Chair
 - A. FDW's concerns about faculty welfare and workload during the pandemic were reported to FIAC, and there were specific answers to some items from FIAC and/or Associate Provost Scott Billingsley.
 1. To the query about updated contracts with the new spring semester end date Dr. Billingsley said he would follow up; Academic Affairs has had no discussions about the impact of the extension on how many weeks faculty were asked to work in 2020-21.
 2. To the query on tracking and discussion of the impact of different course delivery formats on student success and retention, and on faculty welfare, Dr. Billingsley indicated that the A/B hybrid model does not seem to be working well, and that this is reflected in what he hears on system-level CAO conference calls as well. It is not clear whether data on delivery format is being tracked at UNCP.
 3. To the query about how COVID circumstances would be taken into account in evaluation of faculty, Dr. Billingsley indicated that many UNC system schools are allowing faculty to write "impact statements" for annual evaluations and/or promotion and tenure evaluations, and that something would be forthcoming soon.
 - B. After that FIAC discussion, Academic Affairs and Senate leadership agreed to work on revising ECU's document on impact statements for use at UNCP. I participated in a small group with Maria Pereira (chair of FIAC) and Joe West (chair of Faculty Senate) to work on that document. Dr. West reported that he would bring it to the Executive Committee, who would then bring it back to Academic Affairs. Academic Affairs announced via email on March 26th that this

guidance will be provided soon, and that the deadline for annual self-evaluations will be pushed back two weeks, to April 28th.

- C. The Pandemic Directed Academic Leave proposal passed by FDW was discussed by FIAC and sent back for revision. The comments of committee members indicated that they were concerned about flexibility, in that many faculty would not be able to teach 8-week courses; about the impact on students if many more 8-week courses were suddenly offered; and about the resources that granting this leave “automatically” to all faculty would require. FIAC indicated willingness to look at a revised proposal addressing their concerns.
- V. Unfinished Business
- A. Consider whether FDW’s earlier statement on COVID impacts on faculty evaluation still needs revision and re-voting in light of items in the chair’s report. For reference, this was the statement from October:
“The Subcommittee calls for the provision of flexibility, support, and concern for the welfare of all faculty, given the full range of faculty labor in teaching, research, and service and making visible the unforeseen (and as yet unknown) consequences and impacts of COVID-19 on faculty productivity and responsibilities, to include faculty contributions that might go unrecognized but support the functioning of the University community in difficult times. Such efforts ought to be considered favorably in annual evaluations and decisions for promotion and tenure, approved 8-0-0.”
 - B. Revise proposal for Post-Pandemic Directed Academic Leave (Appendix B)
- VI. New Business
- A. Equity of compensation between directors and coordinators of programs across campus
 - B. Faculty ombuds office: recap of work so far this academic year and possible future directions. For reference, several other UNC institutions have an ombuds office, including [UNC Chapel Hill](#), [UNC Charlotte](#), and [NC State](#).
- VII. Announcements
- A. The committee will next meet in Fall 2021.
- VIII. Adjournment

Appendix A

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.

Appendix B

Proposal to Establish Post-Pandemic Directed Academic Leave Subcommittee on Faculty Development & Welfare

The Subcommittee calls for flexibility, support, and concern for the welfare of all faculty, given the full range of faculty labor in teaching, research, and service and making visible the unforeseen (and as yet unknown) consequences and impacts of COVID-19 on faculty productivity and responsibilities, to include faculty contributions that go unrecognized but support the functioning of the University community in difficult times, and recommends that such efforts be considered favorably in annual evaluations and decisions for promotion and tenure.

In keeping with its advocacy for the welfare of faculty, the Subcommittee recommends the automatic granting of Post-Pandemic Directed Academic Leave for all full-time faculty employed in good standing in AY2019-2020 and/or 2020-2021. Such leave shall take the form of eight weeks of time reassigned to research and scholarship, including the scholarship of teaching and learning, scheduled in consultation with the department chair with respect to necessary course offerings and granted on or before AY2026-2027. During this eight-week period of leave, the faculty member will be exempt from teaching or service obligations, with attendance requirements related to appointed and elected membership in shared governance waived.

The intention of awarding this leave is to provide faculty dedicated time to restart and/or continue scholarly activities interrupted by the global pandemic, including activities related to the scholarship of teaching and learning that redesigns courses for the purposes of supporting student success and resilience.

To minimize disruption to course offerings and service commitments, individuals granted leave shall teach fifty percent of their usual semester courseload in an eight-week setting, with leave assigned to the other eight week period of the semester.