

Subcommittee on Faculty Development & Welfare
Minutes
September 8, 2022

Members Present: Dennis Edgell, Keara Ndhlovu, Namyoon Lee, Christopher Woolley, Bishwa Koirala, Sandra Plata-Potter, Angela Revels, Scott Hicks

Members Absent: None

- I. The meeting was called to order at 3:32
- II. Christopher Woolley was elected as the FDW secretary
- III. The minutes from the March 10, 2022 meeting were approved.
- IV. Report from the Chair
 - a. The motion to hold committee meetings via WebEx was approved.
- V. Unfinished Business
 - a. There was discussion about picking up work on creating standards for stipend and/or course releases for program directors and coordinators. There was concern that low stipends reduce interest in these positions and also about the lack of policy uniformity between departments. The question was raised about the survey regarding this and why it went to the chairs rather than the directors/coordinators. Dennis will raise the issue with FIAC and report back in October.
 - b. There was renewed discussion about the appointment of a university ombudsperson to arbitrate and act on faculty behalf in disputes. Questions were raised about whether such a position was needed, given the current grievance process, and how such a position might be financed. There was also a discussion about how to move forward with the creation of such a position. ~~Keara~~ Angela shared a job ad from UNCG for an ombudsperson, and Scott noted that if established, such a position should work with all staff and not just faculty. Keara agreed to reach out to a contact at UNCG to see how the faculty proceeded there, and Dennis will contact the Provost's office to open a dialogue and report back for further discussion. He will also inquire with FIAC if such a motion has been made before.
- VI. New Business
 - a. There was renewed discussion of establishing more equitable faculty teaching loads relative to comparable state institutions. Scott discussed the Delaware Study, showing that faculty at UNCP teach nearly an entire class more than comparable NC state institutions. Scott will forward the study for further discussion and Dennis will raise the issue with FIAC.
- VII. The meeting ended at 4:30.