

## Faculty Development and Welfare (FDW) Subcommittee

### Draft Agenda

October 20 (rescheduled October 13), 2022,

3:30 pm via WebEx.

Join from the meeting link

<https://uncp.webex.com/uncp/j.php?MTID=ma90a3640bd9cd8119f42aaa9b79a9629>

Join by meeting number

Meeting number (access code): 2313 405 2361

Meeting password: VxA4gCCPt85

Tap to join from a mobile device (attendees only)

+1-415-655-0001,,23134052361## US Toll

Join by phone

+1-415-655-0001 US Toll

Global call-in numbers

Join from a video system or application

Dial 23134052361@uncp.webex.com

You can also dial 173.243.2.68 and enter your meeting number.

### Committee Members:

Dennis Edgell, Chair (NSM, 2022-2024)

Chris Woolley, FDW Secretary (LETT, 2022-2024)

Namyoon Lee (ARTS, 2022-2024)

Sandra Plata-Potter (EDUC, 2022-2024)

Bishwa Koirala (SBS, 2022-2024)

Dr. Keara Ndhlovu (CHS, 2022-2023)

Scott Hicks, Director of Teaching and Learning Center

Angela Revels, Asst VC for Human Resources

The Subcommittee on Faculty Development and Welfare examines all proposals and policies relating to faculty, and shall, as necessary, makes recommendations to the Faculty and Institutional Affairs Committee (FIAC) on such matters. Among the areas of concern of the Faculty Development and Welfare Subcommittee are the following: Faculty development, evaluation, and criteria governing appointment and retention procedures; salary scale, leaves of absence, sabbaticals, fringe benefits, resignations, recognition of retirees, grievances, and collegiality. The Subcommittee also administers the James F. Hubbard Faculty Leave Fund.

I. Call to Order

II. Approval of the minutes from FDW meeting September 2022 (Appendix A)

III. Adoption of Agenda

IV. Report from the FDW Chair

A. Notice: There is an October 20 FDW meeting, as October 13 is over Fall Break.

B. WebEx meeting preference reported to Faculty Senate Chair

B. Report from FIAC – Our issues under unfinished business. (See attached notes.)

C. FDW Chair communication with the Provost

V. Unfinished Business.

A. Ombudsman discussion

B. The Delaware Report and UNCP faculty course load

C. Stipend/release time for program directors and program coordinators

VI. New Business

A. FICA notes on Senior Lecturers.

VII. Announcements

A. Next FDW meeting is Thursday, November 10.

VIII. Adjournment

## Appendix A

### **Subcommittee on Faculty Development & Welfare** **Draft Minutes of Meeting** **September 8, 2022**

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

Members Absent: None

- I. The meeting was called to order at 3:32 via WebEx.  
The committee welcomes newly appointed member Dr. Keara Ndhlovu (CHS).
- II. Christopher Woolley was elected as the FDW secretary (8 Yes, 0 No, 0 abstentions)
- III. The minutes from the April 14, 2022 meeting were approved. (8 Yes, 0 No, 0 abstentions)
- IV. Report from the Chair
  - a. The motion to hold committee meetings via WebEx was approved. (8 Yes 0 No 0 abstentions)
- 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 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 to committee members for further discussion and Dennis will raise the issue with FIAC.
- VII. The meeting ended at 4:30.