

Faculty Development and Welfare (FDW) Subcommittee

Agenda

November 10, 2022,

3:30 pm via WebEx.

Join from the meeting link

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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.

Committee Members:

Dennis Edgell, Chair (NSM, 2022-2024)

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

Namyeon 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

I. Call to Order

II. Approval of the minutes from the October 20 meeting (Appendix A)

III. Adoption of Agenda.

IV. Report from the FDW Chair

A. No report to FIAC at the October 18 meeting, as FDW would not meet until October 20 due to rescheduling. Next FIAC meeting is November 15.

B. Forwarded documents.

C. Special guest: Chair of Faculty Senate, Holden Hansen

V. Unfinished Business.

A. Ombudsman discussion, the Delaware Report and UNCP faculty course load, and compensation for program directors/coordinator are all ongoing issues.

VI. New Business

A. FIAC revisions regarding Senior Lecturers (see attached).

VII. Announcements

A. There will not be a December FDW meeting. The next FDW meeting will be Thursday, January 12. Notice: Our "Spring break" 2023 meeting date will have to be rescheduled.

VIII. Adjournment

Appendix A

Subcommittee on Faculty Development & Welfare Unapproved Minutes October 20, 2022

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

Members Absent: None

- I. The meeting was called to order at 3:38pm
- II. Move to Approve the minutes from September 8.
 - a. Keara offered a correction, that the job ad had been shared by Angela and not her. Chris fixed this and updated the minutes.
 - b. The minutes were approved at 3:41pm.
- III. Report from the chair
 - a. Noted that Webex is our meeting preference, via report from FIAC and in communication with the provost.
 - b. Dennis emailed several files of notes from his meeting with Kelly Charlton and Holden Hansen. Documents that FIAC chair Kelly Charlton forwarded included information about Ombudsman, Delaware Report, Compensation for Directors/Coordinators, and the Lectureship item.
- IV. Unfinished Business
 - a. Dennis was present for the FIAC meeting of September 20 and delivered our views from our September 8 meeting. Dennis had no report from FDW at the October 18 FIAC meeting, as the October FDW meeting was postponed until October 20.
 - b. Regarding the possibility of hiring an ombudsman, FIAC had several questions, including:
 - i. We need to be more specific about our rationale for needing this position, given the remediation options that already exist.
 - ii. We need to specify what is not working currently, how widespread the problems are, and what the specific responsibilities of this position would be.
 - iii. Questions were also raised about how the position would be funded and how we would justify that expense.
 - iv. Bishwa moved to postpone this discussion for later, as recently acquired documents need to be studied by the committee. This was approved at 3:50pm by acclamation.
 - c. Regarding the Delaware Report (DR) and whether faculty teaching loads at UNCP should be reduced to 3/3:
 - i. FIAC was not supportive. There was concern that such a move would lead to higher expectations for research and publication. Others pointed out that we have small classes.
 - ii. Scott pointed out that the DR groups us with like institutions, and subsequently asked that the following be added to the minutes:
 1. "The subcommittee is concerned that the teaching load of UNCP faculty is approximately 33 percent higher than the Board of Governors standard, as documented in the UNC system Faculty Teaching Workload Report. Such overload as standard practice hinders the ability of faculty to implement high impact practices, meet complex student needs, and coordinate and direct programs, and it undercompensates faculty in comparison to their system peers."

- iii. Polina pointed out that the DR does not include overloads and seems to set 3/3 as a minimum, not a maximum.
 - iv. Members of the committee will continue this conversation.
 - v. Dennis moved that we should request that the FIAC chair should attend our next meeting, in order to discuss this issue.
 - d. Regarding compensation for Coordinators and Directors
 - i. Dennis talked to Richard Gay, who shared our concerns over the inconsistency among these positions in terms of compensation and course releases. Dean Gay encourages FDW to research methods which would be equitable university-wide.
 - ii. Keara noted that stipends are much too low for people to voluntarily accept these roles, which are thus taken of necessity.
 - iii. Sandra shared that her responsibilities amount to significantly more work than can be justified by the compensation she receives.
 - iv. Dennis will request that the FIAC chair attend our next meeting, in order to discuss this issue.
- V. New Business
 - a. Dennis noted that there was discussion at the October 18 FICA meeting about the recent campus bomb threat, and the university's response.
 - b. There were no announcements and no further new business.
- VI. Adjournment: The meeting was adjourned at 4:30 pm, voted by acclamation.