

Subcommittee on Faculty Development & Welfare
Minutes
November 10th, 2022

Members Present: Dennis Edgell, Keara Ndhlovu, Namyoon Lee, Christopher Woolley, Bishwa Koirala, Sandra Plata-Potter, Scott Hicks, Polina Chemishanova, Holden Hansen (after 4:20).

Members Absent: Angela Revels

The meeting was called to order at 3:40pm.

- I. Move to Approve the minutes from October 20 was approved by acclamation at 3:42.
- II. Report from the chair
 - a. Dennis went to FIAC on 10/18 but didn't give them a report because there is not a meeting until the 20th.
 - b. Dennis reminded us that he has forwarded several documents relating to committee business for us to review.
- III. Unfinished Business
 - a. The Ombudsman Position
 - i. Scott and Chris agreed to rewrite the existing resolution statement for FIAC to be from the SFDW. Per Polina's suggestion, this should include a strong justification for why the position is needed beyond the existing mechanisms for remediation.
 - ii. There was discussion about whether we need to convene a subcommittee to create a survey of faculty on the issue. Namyoon agreed to get started on the survey, which she will circulate among committee members for feedback. The final survey will be passed along to HR to be distributed to the faculty.
 - iii. The committee agreed that it would be best to move forward with the resolution to FIAC before responses from the questionnaire are received, which could take some time.
 - b. Faculty Teaching Loads, Overloads, and Equitable Compensation for Program Directors
 - i. Scott reiterated, and several members concurred, that the current loads are out of sync with the system's expectations for a comprehensive masters-level institution. Though the committee is aware that 3/3 is the minimum teaching load per the Delaware Report, the committee in its majority agreed that our teaching expectations are higher than our peer institutions.
 - ii. Holden Hansen joined the meeting and offered some of his insights:
 1. He noted that the UNC system considers the data flawed because they are not able to review the information compiled in the Delaware Report.
 2. Scott offered that this does not necessarily indicate a flaw in the data themselves.
 3. Holden added that other institutions such as Fayetteville State, which has gone to a 3/3, have higher class caps, which if implemented here could jeopardize the University's image as a teaching-focused institution. Several members noted that the maintenance of this image should rely upon adequate staffing rather than an undue increase in the burden of work.

4. Keara asked if there is a way for the University to track these data, which is unknown.
 - iii. Regarding Program Director Loads and Compensation:
 1. Sandra reiterated that her coordinator responsibilities create a massive burden on her of perhaps 75% of her time for a trivial amount of compensation. She also offered that her summer work responsibilities extended beyond the period for which she was paid.
 2. Holden noted that he does not believe that the necessary changes here would be resisted by the administration, and that App State might have a model we can learn from.
 - iv. The committee agreed that Chris would compose a statement from these discussions.
 - c. Regarding Promotion and Pay for Lectureships
 - i. The committee discussed that there are few standards for how promotion and compensation are awarded for the rank of senior lecturer.
 - ii. The committee also discussed that raises have been based on the available budget, and that a situation could arise in which one worthy candidate is given a raise but not another.
 - iii. The committee agreed to postpone this discussion until the next meeting in January.
 - d. Resolution Statement on the Ombudsman
- IV. New Business
 - a. There was none, as the meeting had already run long.
- V. The meeting was adjourned at 5:27 by acclamation.