

Faculty Development and Welfare (FDW) Subcommittee

Agenda

Thursday, January 12, 2023

3:30 pm via WebEx.

Please join from the **meeting link** here:

<https://uncp.webex.com/uncp/j.php?MTID=m799189fd0c2d3c7e0a93fba3b699baee>

Meeting number:

2305 163 0364

Password:

Mk9QJuveQ26

Host key:

276797

Agenda:

FDW Meeting Thursday, January 12

Join by video system

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Host PIN: 7854

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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. The Subcommittee meets on the second Thursday of each month during the regular Academic year.

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)
Keara Ndhlovu (CHS, 2022-2023)
Scott Hicks, Director of Teaching and Learning Center
Angela Revels, Asst VC for Human Resources

AGENDA

I. Call to Order

II. Approval of the minutes from the November 10 meeting, (Appendix A)

III. Adoption of Agenda.

IV. Report from the FDW Chair

FIAC Meeting of November 15: FIAC has several questions in response to our FDW statements on Ombudsman, course loads, and compensation for program directors/coordinators.

V. Unfinished Business.

A. Ombudsman discussion, the Delaware Report on UNCP faculty course load, compensation for program directors/coordinators, and the Faculty Handbook description of Senior Lecturers.

VI. New Business

A. Creation of our FDW survey regarding Coordinators/Directors

B. Compilation of answers to FIAC questions.

C. New issues covered in these articles:

<https://www.chronicle.com/article/a-rare-survey-of-faculty-morale-shows-that-the-pandemics-effects-continue-to-ripple>

<https://www.chronicle.com/article/higher-ed-is-a-land-of-dead-end-jobs>

VII. Announcements

Notice: Our "Spring break" 2023 March 9 meeting date will have to be rescheduled, tentatively for March 16.

VIII. Adjournment

Appendix A

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

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

Members Absent: None

- I. The meeting was called to order at 3:40pm.
- II. Move to Approve the minutes from October 20 was approved by acclamation at 3:42.
- III. Report from the chair
 - a. Dennis went to FIAC on 10/18, but didn't give them a report because there is not another FDW meeting until the 20th.
 - b. Dennis reminded us that he has forwarded several documents relating to committee business for us to review.
- IV. 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, which is written below:
 1. "The Subcommittee on Faculty Development and Welfare believes that the teaching expectations for UNCP faculty should be brought in line with our peer Master's Comprehensive institutions in the UNC System. According to the Delaware Report, which the UNC System accepts as a valid instrument for measuring such things, faculty on our campus teach on average about .9 classes per semester above that average for our sister institutions, though without clearly lower expectations for scholarship or service. At present, UNCP faculty are asked to fulfill both the teaching expectations of a baccalaureate institution along with the additional labors demanded by a Master's Comprehensive institution such as ours, creating unsustainable and unreasonable workloads for many. Adding to this burden is the reality that faculty in some departments regularly assume course overloads out of a sense of obligation or fear that there is nobody else to do it. Untenured faculty have expressed anxieties that declining to accept such overloads could impact their prospects for tenure and promotion, despite the impossible work/life balance that this creates. The result of that many find ourselves unable to deliver to our students the kinds of mentorship and guidance for which our institution has become known. While some have raised the prospect that reduced teaching loads could result in higher publication and service expectations, such standards are set by the faculty rather than the administration and are already in line with similar institutions on a 3/3 load. The syncing of UNC System and UNCP teaching expectations is thus both an issue of faculty welfare and retention and of our capacity to fulfill UNCP's mission to the fullest extent of our abilities."
- 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.

V. New Business

- a. There was none, as the meeting had already run over time.

VI. Adjournment: The meeting was adjourned at 5:27 by acclamation.