

## Faculty Development and Welfare (FDW) Subcommittee

### Agenda

Thursday, March 16\*, 2023

3:30 pm via WebEx.

*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)  
Nameyeon 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

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## **AGENDA 03-16-2023**

I. Call to Order

II. Approval of the minutes from the February 9 meeting, (See attached draft minutes document, Appendix A)

III. Adoption of Agenda.

IV. Report from the FDW Chair

A. Report from February 17 FIAC meeting.

B. Conversation with academic Affairs

V. Unfinished Business.

A. Ombudsman survey discussion

B. UNCP faculty course load

C. Compensation for program directors/coordinators.

VI. New Business

A. Update a version of the Faculty Ombudsman survey to send to FIAC.

B. Volunteer needed to compile a faculty loads report to send to FIAC

C. Volunteer needed to write the report on compensation for program directors/coordinators.

VII. For the Good of the Order:

VIII. Announcements

A. Next SFDW meeting is Thursday, April 13, 2023

VIII. Adjournment

## Appendix A

### **Subcommittee on Faculty Development & Welfare**

#### **Unapproved Minutes**

**February 9th, 2023**

Members Present: Dennis Edgell, Keara Ndhlovu, Namyeon Lee, Christopher Woolley, Sandra Plata-Potter, Scott Hicks (after 4:02pm)

Members Absent: Bishwa Koirala, Angela Revels

- I. The meeting was called to order at 3:50pm.
- II. Move to Approve the minutes from January 12th was approved by acclamation at 3:50pm.
- III. The agenda was adopted by acclamation at 3:51pm.
- IV. Report from the chair
  - a. Dennis informed us of FDW's work which was presented to FIAC. However, FIAC had not had enough lead time to read the FDW minutes regarding ombudsman survey, or other statements in our FDW minutes about faculty loads or compensation for program coordinators.
  - b. Dennis mentioned and the committee agreed that in the future, we will need to come to FIAC with hard data for any proposal, whether or not we ask for a FIAC vote. We need data from a finished ombuds survey in order for it to be discussed at FIAC.
- V. Unfinished Business
  - a. Regarding Faculty Teaching Loads
    - i. As noted, FIAC would not discuss our previous statement about faculty loads, which this committee agreed as "reasonable".
    - ii. Our next report must be clear about the data behind the proposal. Anything we want to present for the Feb 21<sup>st</sup> FIAC meeting must be sent well in advance, (at least a week ahead of the scheduled FIAC meeting.
    - iii. We will try to get the proposal for the ombudsman position to them at least a month in advance.
    - iv. Sandra echoed this committee's general lack of understanding about FIAC's reaction to our faculty loads issue, and suggested this as an example of the kind of poor communication that would justify an ombudsman.
    - v. Scott Hicks joined the meeting at 4:02pm.
    - vi. Regarding the Ombudsman Survey
      1. Namyeon has completed this and sent it to the committee.
      2. The Committee agreed that Namyeon should reach out to Holden for his feedback before we move forward. The FDW committee will try to have a survey draft by our next meeting.
  - b. Regarding the Program Directors/Coordinators Proposals
    - i. The interim provost will provide the data we have requested, with names redacted, about the current number of director/coordinator positions and the any compensation and/or course releases given for this work.
    - ii. This resolution was tabled until we have the data.
  - c. Regarding a University Teaching Loads report
    - i. Dennis noted that FIAC wants hard data on this.

- ii. Scott noted that the data we are using are the same used by the UNC system, and thus these data are already available. The committee feels that the System's own data should be good enough for the System.
- iii. There was discussion about inviting the interim provost to our next meeting, and after discussion, there was a vote on this motion.
  - 1. The committee voted unanimously in favor of this resolution (6-0) at 4:21pm.

VI. New Business

- a. Scott discussed his proposal for fixing the rotation for this committee, which has not been changed to accommodate changes in the size of the committee.
- b. Scott presented his pre-circulated statement, which is as follows:
  - i. "The Subcommittee on Faculty Development & Welfare recommends, first, that the terms of its members be set such that the terms of faculty representing the divisions of ARTS, CHS, and EDUC shall end in even-numbered years and those of faculty representing the divisions of LETT, NSM, and SBS shall end in odd-numbered years, and, second, that any member currently appointed whose term would be shortened by this recommendation shall have their term extended one year."
- c. A motion was proposed to vote on the adoption of this statement. By a unanimous vote (6-0), the statement was adopted at 4:41pm.
- d. Dennis brought up the System's plan to change our healthcare providers. The committee agreed that issues of compensation would fall under our purview, but that following up on this would be fruitless. The committee will not take up the issue.
- e. Discussion of the article in the Chronicle that Scott circulated was tabled due to time.

VII. Announcements

- a. The March meeting would fall during Spring Break and has thus been rescheduled for March 16<sup>th</sup>.

VIII. The meeting was adjourned by acclamation at 4:46pm.