

**Subcommittee on Faculty Development & Welfare**  
**Minutes**  
**April 13, 2023**

Members Present: Dennis Edgell (chair), Keara Ndhlovu, Namyoon Lee, Christopher Woolley, Bishwa Koirala, Sandra Plata-Potter (after 3:45pm), Scott Hicks

Members Absent: None

- I. The meeting was called to order at 3:35pm
- II. Move to Approve the minutes from February was approved by acclamation at 3:36pm.
- III. The agenda was adopted by acclamation at 3:36pm
- IV. Report from the chair
  - a. Dennis attended FIAC but had nothing new to report beyond us still working on the ombuds survey.
- V. Unfinished Business
  - a. The Ombuds Survey
    - i. Dennis sent the draft to Academic Affairs and the staff council, and the Title IX Office. Neither has replied yet.
    - ii. Angela drafted a statement to be turned into an email, which was also sent.
    - iii. We again requested that the Provost attend a SFDW meeting.
    - iv. Plan is to finish this in the fall and have it ready to be sent ahead of the next FIAC meeting.
  - b. On Faculty Loads
    - i. This was tabled for the rest of the academic year.
  - c. On Compensation for Program Directors and Coordinators
    - i. Dennis will follow up on drafts that were sent out and with questions about how release time is assigned for extra workloads.
- VI. New Business
  - a. The James F. Hubbard Award
    - i. We as a committee oversee the James F. Hubbard award. There is money left in the account so we will be sure to send out two timely notices for the next academic year, perhaps in February and then again after Spring Break.
  - b. Compensation for tenure and promotion
    - i. There are no set standards for this. There is concern about the recent letter stating that pay increases should not be expected with P&T.
    - ii. Bishwa suggested that we look to peer institutions to get a sense of what might be considered standard.
    - iii. Bishwa will follow up with me and he and Chris will draft a proposal in the fall.
  - c. On SFDW Committee Membership
    - i. Dennis reached out for clarifications but never heard back.
- VII. Announcements
  - a. Next meeting is not until the fall. Dennis will send something around before then, but there's not much that can be done until we have a new provost in place.
- VIII. The meeting was adjourned at 4:34pm by acclamation.