

Agenda for the Faculty Development & Welfare Subcommittee

Thursday, September 10, 2015

3:30 p.m.

UC 233

Members:

(9 people present)

Assignment of minutes: Tracy Thomas

I. Call To Order:

Scott Ziegler: Intention to talk about grant support & reappointments for faculty chairs

II. Approval of agenda

III. Approval of March 12, 2015 AND April 9, 2015 minutes:

Approval of minutes: Motion to approve, seconded, voted, no objections or abstentions, approved

IV. Introduction of members:

(Absent: Savaas Georgiades)

V. Report from Chair:

VI. Old business:

-Presentation of hard copy email from Scott Hicks regarding committee chair reappointments. Discussion on topic ensued, recommendation to follow Faculty Handbook guidelines as well as suggestion that this is not relevant to our committee. No quorum at last meeting so unable to resolve or vote.

-Distribution of email "Revisions to Policies and Procedures for the Appointment, Reappointment and Evaluations of Department Chairs" for perusal

-"Faculty Selection and Evaluation of Administrators" is part that affects faculty (and relevant to our committee).

-Discussion about Faculty Surveys not being administered in timely manner.

-Vote taken on Point 1: Have administration follow Handbook on most of the issues cited in memo
Moved, seconded, voted, all in favor, no objections or abstentions, approved

-Vote taken on Point 2: Change staggered rotations of chairs from Fall semester to Spring semester:

Moved, seconded, voted, all in favor, no objections or abstentions

VII. New business: Presented by Liz Normandy & Rebecca Bullard

-NASNTI grants Part A (for students) due to expire very shortly, Part F (for faculty) not in jeopardy at this time & request for proposals not available yet. Uncertain as to who will be responsible for this process in future with departure of Dr. Gash.

- Question as to whether “academic support services staff” concerns should be addressed by ASS committee.
- NAS pertains to Native American Students, NON-TRIBAL; person who wrote these grant applications is now gone
- Grants are made to an institution, not a PI so decision must be made as to who will serve as the PI representing the grant application in future.
- Part A is NOT a research grant for FACULTY; it serves faculty by serving the STUDENTS (research assistants, for example)
- These grants are Title 3 grants that are a perfect niche for UNCP, with its native American non-tribal status. Some institutions have Title 3 grants ongoing.
- Title 3 gave us personal computers for every desk and started the Writing Center
- Anyone can write a proposal and send it in for review.
- “We” need to change up the proposal when it’s resubmitted; new faculty development ideas are needed to fit the NASNTI program (although unsure what the requirements will be).
- Suggestion was made to begin the process one year from now.
- Agency sponsor will be coming to meetings to explain the process in re: timing, etc.
- Concern expressed in re: no institutionalized system (master calendar) for grant deadlines, particularly for renewable grants
- Non-issue for our committee at this time – the expiring grant is for ASS committee and our part (F) not expiring immediately

Additional new business:

- Lively discussion regarding salary compression issue – new faculty coming in as Assistant Prof. making more than Full Professor; Chancellor’s advice in re: raises is to send representatives to state lawmakers to bring the issue to their attention as they don’t seem to be aware; no union, no raises, increased class caps, increased outside responsibilities other than instruction
- Equity, i.e. administrative costs vs. cost of education; faculty raises based on merit rather than across the board; equitability of loads for some faculty vs. others (instructor with 6 sections of English vs. 2-2 (reduced) load for Business professor, for example)
- Suggestion to invite guest speaker(s) to address issues of equity and prospect for raises as noted above; Zoe Locklear & Interim Vice Chancellor for Finance & Administration, Carlton Spellman
- Comparisons to larger schools that are not our peer groups problematic
- Administrative bloat generates pointless work
- Suggestion to elect group of faculty to make an outing to state legislature as representatives
- October 8 is Guest Speaker meeting
- November is Faculty Reps to State Legislature meeting

VIII. Announcements:

IX: Adjournment

Motion to adjourn, seconded, voted, approved by all, no abstentions