

## **Appendix A**

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

#### **Minutes**

**Feb. 11, 2021**

#### **WebEx**

Members present: Jeff Bolles (SBS to 2022), Dennis Edgell (NSM to 2022), Scott Hicks (Director of TLC and Secretary), Autumn Lauzon (LETT to 2022), José Rivera (ARTS to 2022, Chair), Angela Revels (AVC for Human Resources), and Laura Staal (EDN to 2022)

Members absent: Dana Unger (CHS to 2021)

Guests: Polina Chemishanova and Robin Snead (English, Theatre & Foreign Languages) and Elizabeth Normandy (Academic Affairs)

- I. Call to Order
  - A. The meeting was called to order at 3:30 pm.
- II. Approval of Minutes from Oct. 8, 2020
  - A. The minutes were approved as presented, by acclamation.
- III. Adoption of Agenda
  - A. The agenda was adopted as presented, by acclamation.
- IV. Report from the Chair
  - A. Chair Rivera reported that Associate Vice Chancellor Scott Billingsley will discuss with the Office of Academic Affairs considerations regarding the impact of COVID-19 and faculty promotion and tenure; that compiling data regarding supplemental compensation for coordinators, directors, and other roles is difficult, so he will survey faculty in such roles; and that he will follow up with Associate Vice Chancellor and Dean Beth Holder regarding student retention and persistence data.
- V. New Business
  - A. In-person Student Attendance: Faculty report fewer concerns with student attendance when classes are either fully online or fully in person.
  - B. Chair Rivera suggested the urgency of focusing on and improving academic advising on campus, seeing the role of the committee as development and welfare and working toward positive improvement, rather than negative aspects, seeking to make faculty feel good about campus and wanting faculty to think outside the box to do things that are outside the subcommittee's purview. In this area, he will contact Shilpa Regan, who chairs advising and retention committees, to discuss bringing in administrators from high-ranking universities to identify and evaluate problems in our advising system.

VI. Announcements

- A. Secretary Hicks expressed the concern that delaying the start of the spring semester eliminated Maymester as an opportunity for faculty to earn extra pay and for students to generate additional credits. Associate Vice Chancellor Elizabeth Normandy stated that the Cabinet decided to delay the semester due to COVID19 without consultation of any body of the Faculty Senate, that summer offerings are market driven, and that matters of faculty compensation resulting from summer pay are not of concern to the Office of Academic Affairs.

VII. Adjournment

- A. The meeting was adjourned at 4:27 pm.