

## Faculty Development and Welfare (FDW) Subcommittee

### Agenda

Thursday, February 9, 2023

3:30 pm via WebEx.

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

<https://uncp.webex.com/uncp/j.php?MTID=mab9960b2ebd2d7cd620c59641c2681fd>

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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 January 12 meeting, (Appendix A)

### III. Adoption of Agenda.

### IV. Report from the FDW Chair

#### A. Report from January 17 FIAC meeting.

#### B. Request from Faculty Governance Committee regarding FDW terms.

#### C. Email suggestions sent to FDW Chair

1. From Holden Hansen re data for compensation of coordinators/directors
2. Others

### V. Unfinished Business.

#### A. Ombudsman survey discussion

#### B. UNCP faculty course load

#### C. Compensation for program directors/coordinators.

### VI. New Business

#### A. FDW Committee membership and term rotations, (Email from Mitu Ashraf, Faculty Governance Committee).

#### B. Data request from Provost re program directors/coordinators.

#### C. Aetna insurance change – a SFDW issue?

<http://www.icontact->

[archive.com/archive?c=1308304&f=19875&s=31499&m=387644&t=ee163b9228652eb8bd8c727b3fc1f49c944d4bcdcef3370ede22a6bdb8b1aea](http://www.icontact-archive.com/archive?c=1308304&f=19875&s=31499&m=387644&t=ee163b9228652eb8bd8c727b3fc1f49c944d4bcdcef3370ede22a6bdb8b1aea)

#### D. Discussion of issues raised 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. For the Good of the Order.

### VIII. Announcements

Notice: Our Match 9 meeting (second Thursday date), will have to be rescheduled, as that day falls over UNCP Spring Break. The SFDW meeting is tentatively rescheduled for March 16.

### VIII. Adjournment

## Appendix A

### **Subcommittee on Faculty Development & Welfare** **Unapproved Minutes** **January 12, 2023** **Via WebEx**

Members Present: Dennis Edgell (Chair), Keara Ndhlovu, Namyeeon Lee, Christopher Woolley, Bishwa Koirala, Sandra Plata-Potter, Scott Hicks, Angela Revels

Members Absent: None

- I. The meeting was called to order at 3:32pm
- II. Move to Approve the finalized minutes from November 10 was approved by acclamation at 3:34pm.
- III. The agenda was adopted by acclamation at 3:36pm
- IV. Report from the chair
  - a. Dennis attended FIAC meeting on Nov 15. They had several questions in response to our statements/resolutions.
  - b. The issue of lectureships broached at our last meeting has been officially assigned by FIAC to the Subcommittee on Faculty Evaluation and Review (FERS).
- V. Unfinished Business
  - a. Dennis attended the FIAC meeting on Nov. 15.
    - i. They posed several questions about our proposals, which were sent out to us.
  - b. On the ombuds position
    - i. Namyeeon is drafting a survey via Google docs to distribute, but we are going forward with our resolution to FIAC before this is complete. We will then share our data with them.
    - ii. Per a question posed by FIAC, there was discussion of what qualifications this position would have. The committee discussed this.
    - iii. We also discussed the possibility of getting exit data from HR to help support this motion.
    - iv. The committee voted on and approved the following resolution, with 8 in favor and none against at 4:03pm.
      1. "The Subcommittee on Faculty Development and Welfare of the UNCP faculty senate recommends that the University establish an ombuds office to assist in preventing, mediating, and resolving conflicts for the good of the institution and its employees."
      2. Accompanying this statement will be the full resolution drafted and sent out by Scott.
  - c. Faculty Teaching Loads
    - i. The committee discussed some of the questions forwarded to us by FIAC.
      1. Several members reiterated the enormous disparity between the burden of teaching overloads, already high teaching loads and other professional expectations, and low pay.
      2. The committee discussed the questions posed by FIAC but felt that we didn't have a good idea of what they wanted from us and that, having not yet conducted our surveys, it would be best to move forward with the resolution and provide the data later.
      3. We asked that Dennis, at the next FIAC meeting, present the following:
        - a. "The Subcommittee on Faculty Development and Welfare of the UNCP Faculty Senate is currently conducting surveys and

collecting information in support of our resolution in favor of adopting the 3/3 teaching load followed by other Masters-granting UNC System institutions. We will present these data to FIAC in support of this resolution in the future. For now, we would like to know the level of support for and against this resolution within FIAC and the reasons for this support or opposition. We will take these statements into account as we move forward.”

d. On Compensation for Program Directors and Coordinators

- i. Angela discussed the possibility of getting information such as exit survey data from Academic Affairs in support of our resolution. We will follow up on this.
- ii. We discussed working closely with the University deans on this to collect data and to learn more about who holds these positions, how and if they are compensated, and if they receive any course releases for their work.
- iii. Sandra noted, and several agreed, that if we do speak with department chairs, it would be essential also to speak directly to the people in these positions, since only they know what is actually required.
- iv. The committee agreed that we should move forward with the collection of data first, and then follow up with directors/coordinators.

VI. New Business

- a. New business such as discussion of the articles from the Chronicle forwarded by Scott will be postponed due to time.
- b. The motion to table was passed by acclamation at 4:57.

VII. Announcements

- a. The next (second Thursday) meeting falls during spring break, and will thus be moved to Thursday, March 16<sup>th</sup>.

VIII. The meeting was adjourned at 4:59 by acclamation.