

FACULTY WELFARE COMMITTEE

Remote Meeting - Zoom

September 23, 2020 – 3:30 p.m.-5:00 p.m.

MINUTES

Present: Anderson, Applegate, Black, Blatt, Brown, DeKrey, Doerner, Endres, Leek, Luger, Peterson, Schaberl, Wiegand, Zimmerman

Absent:

Call to Order

The meeting was called to order at 3:31PM.

Approval of the Agenda

Approved with addition of course modality discussion after the Chair's Report.

Approval of the August 26, 2020 meeting minutes

Approved without objection.

Chair's Report/Announcements (Luger)

- Welcome to new member Bailie Peterson, HSS Senator elected this Fall.
- Francie Murry has communicated regarding the question of suspending annual/biennial review for tenured faculty; we may take up the topic this year.

Special Discussion - course modality

- Applegate asked Anderson to explain the changes for course modality proposed by the Provost's Office.
 - In an effort to have at least 70% of course selections with a face-to-face component, the University needs to increase the number of face-to-face or hybrid format courses by about 15%.
 - The impression in some colleges is that hiring for next year is not tied to need, but to having face-to-face offerings.
 - Some faculty have expressed concern regarding the extra/duplicate work of facilitating hybrid course models.
 - Student feedback regarding class experiences, particularly in lower division classes, is that the online experience is lacking. Students want to have on-campus, face-to-face class experiences.
 - It is unclear whether these types of complaints are representative of the larger student body. Some students are opting out of in-person class attendance and/or prefer their courses to be facilitated online.
 - After census, a survey will go out to students for their feedback regarding their college experiences, but we acknowledge the timing is rough because Spring scheduling is already underway.

- The President set a goal with the CAO and Deans to respond to students' desires and give them the best education format we can, while adhering to appropriate health and safety guidance.
- UNC has a low case instance (so far), and it has been determined that the cases on campus are not related to exposure in classes/instructional settings.
- Hiring capacity is tied to enrollment and budget projections for FY22. With declines in enrollment and uncertain state/federal support, we need to focus on retention and boost the matriculation of new students.
- Anderson will be arranging meetings with faculty senators from each college to more closely address questions.

Special Orders

- **Election of Vice-Chair**
 - Luger nominates Jim Doerner, and Doerner accepts.
 - As there is only one candidate, the nominee is approved without objection.

Unfinished Business

- **Administrative Position Searches 3-3-1201** – *returned for review*
 - Luger met with Andy regarding Welfare's responses to his memo and produced a compromise version.
 - Anderson suggested college deans, not the CAO, should initiate the search for assistant/associate deans. Such searches would only be initiated after the dean has received budgetary approval.
 - Without objection, Luger will rewrite the section to include Anderson's suggestion.
 - Applegate suggested adding "faculty senators of the affected college" to 3-3-1202(3)(ii) to ensure college faculty will have the opportunity to provide feedback to the CAO in cases where a college dean position is filled without a search.
 - Without objection, the committee approves of the recommendation.
 - Luger will prepare another draft incorporating Anderson's and Applegate's amendments for review next time.
- **Contract-Renewable Faculty 3-3-201(1)** – *returned for review*
 - We will begin review next time.

New Business

- **RSCW Misconduct Policy Revisions – re: Senate Action 1153**

Other New Business

Adjournment

The meeting was adjourned at 4:49PM.

Stan Luger
Chair

Betsy Kienitz
Recording Secretary