

Minutes
College of Education Faculty Council Meeting
September 24, 2014 (revised 10/29/14)
9:30 a.m. – 11:00 a.m.
COED 205

Members Attending: Lyndon Abrams, Cindy Baughan, Jennifer Hathaway, Do-Hong Kim, Pam Lassiter, Drew Polly, Rebecca Shore

1. Call to Order

a. Approval of April 30, 2014 Minutes

Drew Polly made the motion to approve the minutes. Rebecca Shore seconded the motion. Minutes were approved by common consent.

2. Faculty Workload Policy Review Committee Update

The committee is currently working to create a rubric, multiple-aspect checklist, or decision model to allow chairs and faculty to meet together to make workload decisions. The committee is under the impression that the default teaching load will be 5. Faculty will need to formally apply to have a different teaching load. The history of the work was explained for new members of the Council. A question was raised as to who will make the decision—specific department chairs or all department chairs. The response was provided that the process may be that faculty member works with his/her chair to come to a decision. The Dean will ultimately meet with the chairs and make final decisions. More about this process will continue to be developed and discussed. When the review committee finishes their work, their suggestions will come back to the Faculty Council for consideration before going to the entire college for a vote in the spring (goal is March). A called meeting of the Faculty Council will be considered if needed.

3. Giving Green

The kickoff of the campaign will be October 1, 2014. This campaign raises funds for: SECC (State Employees' Combined Campaign), ASC (Arts & Science Council), and UNC Charlotte Foundation. There are also opportunities for community engagement. The College of Education's giving has increased over the years.

4. Establishment of 2014-2015 Faculty Council Agenda Items

The Council reviewed some of the suggestions from last year's Council to consider agenda items for the coming year.

➤ Re-visit the Faculty Annual Report Document:

- A council member mentioned that in the workload policy committee, a suggestion was made to add a piece to the document to capture each faculty member's choice regarding teaching load.
- There are still questions about how to represent one's activity in regards to diversity. Examples gathered from each department are available at: <http://education.uncc.edu/resources/faculty-resources/faculty-annual-report-document>.
- One of the primary purposes of the Faculty Annual Report Document is to collect data for the College. Therefore, Faculty Council will need to revisit

the document once the new strategic plan is finalized for the College to ensure alignment of the data collection within the document with the new goals.

- The participation of the Dean with Faculty Council: The Chair will meet with the Dean prior to Faculty Council meetings to determine any needed agenda items. We are also interested in having the Dean participate in part of each meeting of the Faculty Council. The Chair will pursue inviting the Dean to attend a portion of each meeting.
- Faculty Mentoring: This is a topic that the Faculty Council values and believes is important for new faculty members to receive. However, it is not clear that there is a consistent approach to this across the College. Also, there was a concern among the Council last year that there is a great deal of support/mentoring for teaching, but not necessarily in research. It would be helpful to have a more defined approach to mentoring faculty members' research. There was also discussion about continued mentoring for Associate Faculty as a way to help one obstacle for why Associate Faculty are not going up for Full Professor. The University wide ADVANCE program was also mentioned as an option.
 - FOR THE OCTOBER MEETING: Each Council member will gather information from their respective departments (check in with new faculty members, check with chair, etc.) about the procedures in place (what is happening in each department) to mentor teaching and research and will share this information at October's Faculty Council meeting. We will also review the information found in the College's Faculty Handbook (<http://education.uncc.edu/resources/faculty-resources/faculty-handbook/faculty-responsibilities-mentoring>).
- Improved Communication: The Faculty Council chair will report the business of the Faculty Council at each College of Education meeting. Department representatives also need to report information to the other members of their departments. In addition, we need to stress the two-way communication between the representatives and the faculty. We're not just there to report out information, but also to bring concerns/issues from our departments back to the Council
- Salary compression: This has been a concern in the past as it impacts recruitment. There are also concerns that if this issue isn't addressed, it may be a concern for retention of experienced faculty. Salary compression also has a negative impact on faculty moral. Questions from a faculty member regarding the transparency of the process for addressing salary compression were also shared with the Council, but the Council had no definitive knowledge of the process. The Chair will share the Council's general concerns regarding the need to address salary compression with the Dean. He will also forward to her the specific questions voiced to the Council in hopes of clarity.

5. Adjournment

Meeting adjourned 10:55 a.m.

Next Faculty Council Meeting:

Wednesday, October 29, 2014, 9:30 am – 11:00 am, COED 205