

THE UNIVERSITY OF NORTH CAROLINA AT ASHEVILLE
FACULTY SENATE

Senate Document Number 0415F
Date of Senate Approval 10/01/15

Statement of Faculty Senate Action:

**FWDC 4: Revision to Description of Task Forces on Faculty Workload,
Faculty Salary and Equity and Student Rating of Instruction**

Effective date: Immediately

Summary: This document 1) deletes the call for a Task Force on Faculty Workload and 2) revises the description of Task Forces created at the April 30, 2015 Faculty Senate meeting and amended at the September 3, 2015 Faculty Senate meeting.

Rationale:

1) After two calls to the faculty, only 3 faculty signed up to volunteer for the Task Force on Faculty Workload. In FWDC's opinion, this is not enough to meet the previous call and to complete the charge of the task force.

2) Concern was expressed at the September 3, 2015 Faculty Senate Meeting that if the task forces submit their report in time for the April 2016 Faculty Senate meeting that the Faculty Senate would not have time to act on the findings and recommendations. These revisions move each of the due dates forward to the March 2016 Faculty Senate meeting. FWDC members think that other sources of information concerning faculty workload such as the COACHE survey should be considered by the Task Force on Faculty Workload in addition to the Faculty Workload Survey.

1) Delete Creation of a Task Force on Faculty Workload

~~**Creation of a Task Force on Faculty Workload**~~

~~The purpose of this Task Force is to summarize findings from the Faculty Workload Survey and make recommendations regarding issues related to faculty workload.~~

~~The Task Force shall be composed of seven faculty members and one administrator. There must be at least one faculty member from each of the three divisions. There must be at least one faculty member of each rank: Professor, Associate Professor, Assistant Professor, and Lecturer. The faculty members will be nominated by the Faculty Welfare and Development Committee and will be voted on by the Faculty Senate. The administrator shall be nominated by the Provost and voted on by Faculty Senate.~~

~~The charge of the Task Force shall be to summarize findings from the Faculty Workload Survey, review how other institutions have addressed faculty workload issues, and make recommendations to Faculty Senate.~~

~~After completing these reviews, in time for the February 2016 Faculty Senate meeting, the Task Force shall submit a preliminary report to the Faculty Senate on findings regarding faculty workload. It shall submit a final report, including recommendations, in time for the April 2016 Faculty Senate meeting. The chair of the Task Force shall make periodic progress reports to the FWDC at times to be determined by the Chair of the FWDC and the Chair of the Task Force.~~

2) Make the following revisions to descriptions of the Task Forces on Faculty Workload, Faculty Salary and Equity and Student Rating of Instruction:

Creation of a Task Force to Study Faculty Salary and Equity

The purpose of this document is to create a Task Force to study how faculty salaries are distributed and to make recommendations for utilizing future salary increases to provide equity and to reward merit. The initial task force members are:

Dee Eggers, Environmental Studies
Archer Gravely, Director of Institutional Research
Bruce Larson, Coordinator of Academic Quality and Accountability and Professor of Economics
Pat Catterfeld, Director of Academic Budgeting
Jeff Konz, the Dean of Social Sciences
(+6-8 additional faculty)

A subset of the Task Force members shall convene immediately to recapture the statistical and deliberative work of the 2005 Task Force to Study Faculty Salary Distribution. This must be completed prior to the June 30 retirement of Archer Gravely and Bruce Larson.

The full Task Force will convene in Fall 2015. It must include at least one faculty member from each of the ranks of Professor, Associate Professor, Assistant Professor, and Lecturer. The faculty members will be nominated by the Faculty Welfare and Development Committee and will be voted on by the Faculty Senate. The administrators shall serve as ex-officio and non-voting members. The administrators shall be the Dean of Social Sciences, the Director of Institutional Research, Effectiveness and Planning, and the Director of Academic Budgeting.

The charge of the Task Force shall be to first review current procedures and distribution of salaries. As part of this study, the Task Force shall also examine the equity of salaries with respect to race and gender. The Task Force shall also review the procedures for determining starting salaries and for allocating merit, step, and other salary increases.

After completing a review of current procedures, the Task Force shall make recommendations concerning future salary allocations. These recommendations shall include guidelines for the following:

- equity adjustments;
- allocating salary increases for merit, tenure, promotion, and post tenure review;
- allocation of future salary increases into merit and cost of living;
- starting salary offers;
- compensation for department chairs [and program directors]; and

- compensation for faculty members coming from or partially in UNCA administrative positions.

The Task Force shall submit its findings and recommendations in two reports to the Faculty Senate. A preliminary report shall be completed in time for the December, 2015 Faculty Senate meeting. A final report shall be completed in time for the ~~March~~ **April**, 2016 Faculty Senate meeting. The chair of the Task Force may make periodic progress reports to the Faculty Senate at times to be determined by the Chair of the Faculty Senate and the Chair of the Task Force.

Creation of a Task Force to Revise Student Rating of Instruction

The purpose of this Task Force is to study student rating of instruction and make recommendations for changes to the Student Rating of Instruction (SRI) process and instrument.

The Task Force shall be composed of seven faculty members, the Director of the Center for Teaching and Learning, the Provost or appointee, and one student appointed by the SGA. There must be at least one faculty member from each the three divisions. The faculty members will be nominated by the Faculty Welfare and Development Committee and will be voted on by the Faculty Senate. The administrator shall be nominated by the Provost and voted on by Faculty Senate. The Director of CTL, Provost, and student shall serve as ex-officio, non-voting members.

The charge of the Task Force shall be to review the state of the science on SRIs. The Task Force shall also examine SRIs used by institutions with similar missions and other academic leadership institutions.

After completing these reviews, in time for the February 2016 Faculty Senate meeting, the Task Force shall submit a preliminary report to the Faculty Senate on findings regarding tradeoffs, strengths, and shortcomings of various approaches to SRI. It shall make recommendations concerning the UNC Asheville SRI content and implementation in time for the ~~March~~ **April** 2016 Faculty Senate meeting. The chair of the Task Force shall make periodic progress reports to the FWDC at times to be determined by the Chair of the FWDC and the Chair of the Task Force.