

A Brief Review of 2017 - 2019

Dr. Carolyn Bird
Chair of the Faculty
2017-2019

General Faculty Meetings

Fall 2017

*F&A Where Does It Go
& Are Our Rates Too
Low?*

Spring 2018

*Academic Integrity in a
Technology-Rich
Environment*

Fall 2018

Student Well-Being

Spring 2019

Evaluation of Teaching

Professional Mediation Training

- A year ago we identified a need to expand the number of trained mediators.
 - Collaboration with *Office of General Counsel* and the *Office of Faculty Affairs*
 - Professional Mediation training was secured
 - Call to the General Faculty for volunteers
 - Sixteen individuals participated in 24 hours of training

Faculty Burden Survey

- Faculty Burden Survey administered November 2016
- Results presented at the General Faculty Meeting, March 21, 2017 (Beth Fath & David Auerbach)
- Presentation available at:
<https://facultysenate.ncsu.edu/general-faculty/gf-meetings/>

University Human Resources

Faculty Burden Survey Current Projects Update (March 2019)

- Improve the efficiency and effectiveness of faculty hiring at NC State: (In-Progress)
 - Hired Sibson Consulting
 - Work-group formed that includes HR academic campus partners, OIED, Office of Faculty Affairs and 3 representatives from Faculty Senate (Beth Fath, Neal Parker and David Zonderman)
 - Examples of topics to address:
 - Length of time to hire faculty and department heads
 - Hiring policies and application process
 - Approval workflows and process maps
 - Search/Recruitment Waivers
 - HR systems/technology
 - Verification of terminal degrees through transcript acquisition

University Human Resources

Faculty Burden Survey Current Projects Update (March 2019)

- **Hiring of New TT and Non-Tenure Track (NTT) Faculty: (In-Progress)**
 - Streamline and improve process efficiency to include earlier access for new TT and NTT faculty to gain access to University systems prior to their official hire date in August
 - Project lead by UHR Continuous Improvement Team with input for HR academic campus partners
- **Future Projects: Other concerns (lead by Office of Faculty Affairs with collaboration with UHR as needed)**
 - NTT pay scales and pay equity reviews, including minimum pay standards
 - NTT appointment terms and process for contract renewal and timing for rehired NTT faculty
 - NTT semester equivalent FTE rate
 - Online RPT process

University Human Resources

Faculty Burden Survey Current Projects Update (March 2019)

- **Wolf Time/Time Reporting Enhancements: (In-Progress)**
 - Rolled out new weekly calendar view for supervisors and employees (fall 2018)
 - Gathering input from Department Heads on future enhancements requested (March)
 - Conduct campus focus groups to discuss future time reporting enhancements requested (March/April)

Non-Tenure Track Faculty Employment Conditions & Faculty Designation

- Issue of Concern – Spring 2018
- Governance and Personnel Policy Committee
Co-Chairs: Phil Sannes & Ron Sederoff
- Continuing - Fall 2018
- Governance and Personnel Policy Committee
Co-Chairs: Phil Sannes & Marina Bykova

Faculty Senate Proposal (1)

- **Terminology**
 - Tenure Track (unchanged)
 - Professional Track (previously “non-tenure” track)
- **Rank modifier**
 - Assistant Teaching Professor*
 - Associate Teaching Professor*
- **Rights and Benefits**
 - Inclusion in hiring and promotion decisions within their track and as appropriate to their rank

Faculty Senate Proposal (2)

- Rights and Benefits (cont.)
- Encourage hiring full-time
- Discourage hiring part-time as a permanent strategy to meet instructional needs
- And other recommendations

Faculty Senate Elections – Spr19

CONGRATULATIONS!!!

Successful recruitment for elections

Fully staffed:

Faculty Senate

Grievance and Non-Reappointment Committee

Hearing Committee

Thank You!