UNC Faculty Policy Review

- Awards & Recognition
- Evaluation of Teaching
- Faculty Retirement Incentive Program
- Faculty Workload
- Post-Tenure Review
- Professional Track Faculty

Faculty Workload

- Policy 400.3.4 approved by BOG on July 19, 2023

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- Workload Expectation for 1.0 FTE
  - Nominally 24 credit hours (equivalent contact hours)
  - Can be reallocated to research/creative activity, service

(Beyond Classroom) Teaching

- Course development or redesign
- Supervising student research (ugrad, masters, doctoral)
- Directing co-curricular activities
- Preparing and equipping new laboratories
- Supervision of TAs or internships
- Academic advising / mentoring
- Other activities that support student success

Research/Creative Activity

- Working in laboratories and studios
- Conducting empirical and/or theoretical research
- Engaging in development or translational work
- Producing creative works

Service

- Anything that…
  - Advances work of NCSU, our role in supporting NC
  - Enhances scholarly life of university or discipline
  - Improves quality of life or society
  - Promotes welfare of NCSU, professional/academic societies, the community/state/nation/international
- Administrative responsibilities

Faculty Workload

- Overall goal is better consistency in workloads

Evaluation of Teaching

- Identify instruments that focus on…
  - Student learning, opportunities to enhance pedagogy
  - Formative measures for faculty development and to help reward high-quality teaching
- Instruction & transparency of data collection and use

Awards & Recognition

- Improve nomination process (including more faculty involvement)
- Improve awards/process
  - Better recognize nominees, reward winners
  - New award to recognize integrated/novel work

Post-Tenure Review (PTR)

- Guiding documents should require:
    - Better alignment between annual review and PTR expectations/progress
    - Faculty self-evaluation in the 5-year PTR review
- Improve training
- Rewards/recognition for exceeding expectations

Professional Track Faculty

- Equitable employment conditions for all paid faculty
- Participate fully in and enjoy benefits of faculty role
  - Faculty governance, professional development/career advancement, and faculty awards and recognition

Faculty Retirement Incentive Program

- Pilot on 5 campuses with enrollment declines
  - ECU, NCCU, UNCA, UNCG, WSSU
- Voluntarily alternative to phased retirement
- Criteria for eligibility/approval determined by campus
  - Collaboration between faculty and HR

UNC Faculty Policy Review

- Full report available <u>here</u>