ROMS Faculty Meeting

19 January 2022 at 3:30

3:30 - Welcome our new colleague, Teaching Assistant Professor of Portuguese Nilzimar Vieira

3:40 - General check-in about the semester

* Discussion about inclement weather: The university has not changed its adverse weather policy so classes might still be cancelled if we go to “Condition 2” (Classes cancelled; University open for mandatory operations) or “Condition 3” (Closure). Keep an eye on email/text messages for alerts. If we go to “Condition 1” but individual faculty members can’t get to campus because of bad roads or lack of childcare, there is the option to switch to Zoom for the day. (Please keep Ellen informed.)
* Discussion about accommodating ill students: Reminder about setting course policies so that students can stay home when they’re unwell (from COVID or any other illness). No one is obliged to make their course hybrid to accommodate students who are absent. Other options might be to record class or ask students to get notes from a classmate. Please use whatever method is most appropriate for your course. Victoria Martin recommended reviewing tips in an email from Kelly Hogan (CFE). Hélène de Fays and Cristina Carrasco noted that instructors can stream or record their classes in audio only, which may be easier in some cases.
* Discussion about lower enrollments in Spanish/students dropping. Unclear whether this is a trend or pandemic-related. We’ll be looking into it,

3:50 - Update on faculty salary increases

* The state legislature approved 2.5% across-the-board raises for all permanent university employees, retroactive to July 1. You should see these raises in your January paycheck (including back-pay).
* Next year, there will be another 2.5% across-the-board raise.
* We’re also expecting some additional funds to be used for extra, discretionary salary increases based on merit and equity (that is, to remedy salary compression). We are waiting for further news about our department’s discretionary raise pool. It will be a very fast process once we receive that information. For this reason, the salary committee is already working with the merit self-assessment instruments that you submitted in Spring 2020 and Spring 2021 to determine “raise tiers,” as per the process we discussed and voted on two years ago. These raises will not be retroactive, but effective in March, and showing up in March paychecks.

4:00 - Discuss PPP revisions -- minor updates to improve our review timelines

          --> Vote on suggested revisions to the tenure-stream review process ([edits available to review on Sakai](https://sakai.unc.edu/x/QPXtBK)) 🡪 Approved by a show of hands.

          --> Preview questions about the teaching-stream review process -- Discussion to be continued in February

* We’ve been informed that Assistant Professors can’t serve as external recommenders or conduct peer teaching evaluations for teaching-stream promotions. So we need to update our PPP.
* There is now a website on CFE with further resources for teaching-stream promotions. <https://cfe.unc.edu/teaching-and-learning/peer-review-of-teaching-initiative/>. We should add a link to that.
* We can discuss changing the timeline of our teaching-track review process. Do we like doing tenure- and teaching-stream reviews all at once in November? Or would we like to extend the timeline and hold these votes at our February meeting each year? (Dossiers are due to the College in March.)

Discussion:

Bruno Estigarribia and Michelle Gravatt pointed out that faculty who might be non-renewed need enough advance notice to seek other employment.

Dorothea Heitsch pointed out that many other departments hold their teaching-stream faculty votes in the spring. Due to the numbers of reviews we do, it might be more practical to switch to spring.

In advance of the February faculty meeting, we will post this section of the PPP for comments along with the questions for consideration.

4:20 - One personnel vote - Teaching Associate, Teaching Professors, and tenure-stream faculty only - Confidential