

ROMS Faculty Meeting  
23 February 2022, 4:00-5:00pm on Zoom

4:00 - quick follow-up on salary increases; feedback from the Salary Committee

- Departmental recommendations on merit salary increases are currently under review with OHR. Once they have been approved, individual faculty members will be notified about their raises, which should be effective March 1.
- Our overall allocation was about 3.5% of the department's salary pool. The highest raise permitted was 5% (on top of the previous 2.5% across-the-board raise). This policy is set in Raleigh.
- Individuals whose salary is compressed relative to others at the same rank received the maximum (5%). Please note that the 5% maximum is not sufficient to fix most cases of salary compression/inequity. Chairs across the College have asked university leaders to advocate for the revision of the 5%-maximum policy in future so we can adequately address compression/inequities.
- Individuals placed in the HIGH merit tier by the salary committee also received the maximum (5%).
- The medium tier received a 4% increase.
- The lower tier and those who didn't submit a self-assessment received a lower flat-rate raise.
- Bruno (chair of the salary committee) briefly presented the committee's method. Each committee member was invited to rate all of the self-assessments on a 3-point scale. Ratings were then added up to rank faculty by cumulative score. The top 25% were judged to be in the HIGH merit tier. This group included 6 teaching-track and 3 tenure-line faculty members, whose self-assessments were unanimously or almost unanimously given highest ratings. Criteria included the breadth, visibility, and scale of contributions to service, teaching, and research.

4:05 - preview of teaching-track annual observations and mentoring meetings (Jo Lindquist)

- Annual per teaching observations and annual mentoring conferences for Teaching Assistant and Teaching Associate Profs will be starting soon. Peer teaching observations will be due by April 13 and mentoring letters by May 6.
- The Intranet site has been updated with easier submission links:  
<https://romsnet.web.unc.edu/teaching-faculty-mentor-procedures/>
- Emails will be going out soon to put observers and observees in touch

4:10 - discussion of possible PPP revisions regarding teaching-track review processes (see questions/material for discussion here: [PPP Teaching-Track review processes.docx](#))

- Discussion about three possible revisions: 1) a small, required change to specify that Assistant Professors can't serve as peer teaching observers for teaching-track promotion candidates; 2) adding a link to the new CFE Teaching Fellows resource; 3) a possible change in the timeline of the review process. Draft proposal: to have reports from the Personnel Committee by around February 1. We would probably still want to do the peer

teaching observations in the Fall, but they could be completed later than October 1 (maybe November 1?). Dossiers could be due in August, with external letters arriving in November.

- Gosia raised the issue that external evaluators from the CFE Teaching Fellows may not know the target language.
- Pello pointed out an additional place on the document where we need to remove a reference to an Assistant Professor peer teaching observation. Is it OK for Assistant Profs to serve on Personnel Committee? College says yes.
- Oswaldo expressed support for the proposal to change the timeline.
- Michelle asked about the implications for non-renewed colleagues who might have less time to find a new position. Can we formalize the practice that someone whose review is negative receives a terminal one-year contract? Suggestion incorporated into the document.
- Dorothea explained that the Teaching Fellows program is available as a service. Most of the teaching fellows are comfortable doing observations even for foreign language courses but remember that you can choose your own external evaluator. No one is obligated to use the pool
- Ellen noted that the mentoring meetings are a good opportunity to think, plan, and get advice about the choice of external evaluators and how to grow your professional network beyond the department.
- Cristina asked about what the new dossier due date would be. Suggestion of August 31.
- Edits to the PPP unanimously approved by show of virtual hands.

4:30 - discussion about podcasting - as a teaching tool, as a departmental communications option (Paola Cadena Pardo)

- See slide show
- Paola brought forward the idea to launch a departmental podcast to showcase faculty and grad student research and teaching projects.
- Faculty responded enthusiastically. Paola will lead this project.

4:45 - personnel votes