

Committee on Fixed-Term Faculty 2018-2019
Annual Report to the Faculty Council
April 2019

Appointed Members

Spencer Barnes	Journalism	TT	2019
Nancy Fisher	Medicine: Microbiology	FT	2021
Susan Irons (Chair)	A&S: English & Comparative Literature	FT	2021
Michael Milano	Dentistry	FT	2019
Sherry Salyer	A&S: Exercise Science	FT	2020
Nadia Yaqub	A&S: Asian Studies	TT	2020

FT = fixed-term; TT = tenure track/tenured

Non-voting Consultants

Leslie Parise	Biochemistry and Biophysics	Professor/Chair of the Faculty
Lachonya Williams	Office of the Provost	Interim Asst. Provost for Academic Personnel
Clare Counihan	Carolina Women's Center	Pgm. Coordinator for Faculty & Staff
Jim Peacock	A&S: Anthropology	Liaison, Retired Faculty Association
Darin Knapp (Sept.-Feb)	Assoc. Dir. for Faculty Dev. in Research	Center for Faculty Excellence
Erin Malloy (Mar-July)	Director	

Committee Charge: <http://faccoun.unc.edu/faculty-code-and-policies/faculty-code/article-4/#4-14>

(a) The Committee on Fixed-Term Faculty consists of six members of the voting faculty, appointed by the chair of the faculty. Four of the members are fixed-term, and two are tenure-track.

(b) The committee addresses concerns and makes policy recommendations on matters specific to fixed-term faculty members, including, but not limited to, working conditions, status, and professional advancement.

Activities of the Committee 2018-2019

- **Initiated code-change amendment to enlarge Committee.** Requested code change amendment to enlarge the committee from six to nine members, with a composition of two tenured faculty members and seven fixed-term faculty members. At the time of this report, the amendment had been through one reading and was scheduled for a second one at the Faculty Council meeting on April 12. The Committee's hope is that the amendment will have final approval in time to constitute the expanded committee structure for 2019-2020.
- **Advocated for contract length and non-renewal policies.** Continued to address issues of contract length and non-renewal policies. Members of the Committee met with both Provost Blouin and Executive Vice Provost Strauss to discuss the high importance of extended contracts (contracts more than one year) and clear, timely non-renewal policies. Both the Provost and Associate Provost expressed their support of the priority and said they shared it.
- **Strengthened communication with Provost's Office.** Expressed the need for regular communication with the Provost's Office about fixed-term faculty issues. To address the need, Executive Vice Provost Strauss asked Ann Lemmon, then Assistant Provost for Academic Personnel, to serve as a non-voting consultant on the Committee. Ann's

participation in the Committee proved very positive and beneficial. Lachonya Williams is now the interim in that position and will attend the Committee meetings.

- **Strengthened communication with Center for Faculty Excellence.** Welcomed Darin Knapp, Associate Director for Faculty Development in Research, as a non-voting consultant member of the Committee. The resulting increased communication with the Center for Faculty Excellence about its work impacting fixed-term faculty has proved a real communication boon. Erin Malloy, CFE director, assumed that role from Darin in March.
- **Explored ways to educate fixed-term faculty about opportunities and policies.** Began to explore ways to use the Orientation system as a channel for educating fixed-term faculty about opportunities and policies associated with their rank at the University, such as through department new faculty orientations and CFE orientation workshops. Committee members applauded the work the CFE is already doing to make information and opportunities available to fixed-term faculty. The Institute for the Arts and Humanities reached out to the Committee for suggestions as it develops more support for fixed-term faculty also.
- **Considered part-time, fixed-term faculty issues.** Attempted to examine the practices associated with part-time, fixed-term faculty. However, the Committee found that updated information about the numbers in each population is not available. The Committee plans to revisit the issue when the information becomes available.
- **Encouraged posting of policies.** Encouraged the Provost's Office to require schools and departments to post written policies concerning fixed-term faculty. However, the Provost's Office does not currently have the resources to monitor such a requirement.
- **Continued to promote Best Practices.** (as adopted in May 2018)
<https://facultygov.unc.edu/committees/appointed-committees/fixed-term-faculty-committee/committees-recommended-best-practices-related-to-fixed-term-faculty/>
- **Served as an information resource for departments, schools, and organizations.** Continued to serve as a resource to departments and schools with questions about fixed-term faculty issues as well as a resource for any groups addressing fixed-term faculty issues.
- **Recommended taskforce on teaching evaluations.** Heard a presentation on current data about bias in teaching evaluations and discussed the role of teaching evaluations and the effectiveness of current instruments used. Recommended to the Executive Vice Provost that he appoint a taskforce to assess the use of teaching evaluations and to recommend revisions to the assessment instruments used. The Committee agreed that the culture of teaching assessment (or teaching ratings) on campus merits careful reflection and assessment.

Adopted goals for 2018-2019

- Continue to address issues of contract length and non-renewal policies
- Continue to promote and refine the use of the Best Practices across campus
- Respond to the Provost's Promotion and Tenure Taskforce report when it becomes available
- Support and encourage the formation of a taskforce on teaching evaluations
- Conduct a survey of fixed-term faculty (The Committee last conducted a survey in 2014.)
- Examine practices used for title of rank across campus
- Examine the practices associated with part-time, fixed-term faculty as data becomes available
- Consult with CFE as it develops an external peer teaching evaluation system for CAS
- Invite Executive Vice Provost Ron Strauss to share the most recent COACHE results re: fixed-term faculty