

Faculty Governance Committee on Community and Diversity
Annual Report by Title
April 2022

The Faculty Governance Committee on Community and Diversity has met monthly from September 2021 to the present. Members have been active in robust discussions with entities across campus to better understand perceived or actual, university issues related to fairness, equity and inclusiveness (hiring practices, demographic metrics, satisfaction surveys, pay equity, retention rates, etc.). At each meeting, the use of peer and student evaluations of faculty rose to the surface. In the spirit of improvement and appropriate use of evaluations, the following recommendations are set forth for consideration and operation by appropriate entities for all schools on our campus:

- Use student evaluations in a formative/growth manner rather than a summative/punitive one.
- Establish an expectation of peer evaluations for the purposes of purely growth and not a part of an APT or APR portfolio.
- To establish a true course evaluation, craft a synopsis/synthesis of student evaluations with statistically fair data and make available to those who wish to review the summation.
- To mitigate the recent increase in discourteous behavior toward graduate TAs and other teaching staff, add student behavioral concerns to the options faculty can select in the Academic Progress Report (and increase the number of selections allowed per student).
- Give consideration, acknowledgment and subsequently workload credit to faculty for invisible workload efforts (i.e., the heavier invisible workload borne by faculty of color, new course development, committee assignments including national or international, etc. must be acknowledged in all fairness).

Respectfully Submitted:

Rumay Alexander (Nursing), Chairperson

On behalf of the Committee on Community and Diversity:

Appointed members

Eva Anton (Medicine)

Sheila Kannappan (Physics & Astronomy)

Trevy A. McDonald (Journalism & Media)

Dana Rice (Public Health)

Joy Anu (Undergraduate student rep)

Non-voting Consultants

Marcus Collins (Student Success & Academic Counseling)

Joseph Jordan (Academic & Community Engagement)

Josmell Perez (Carolina Latinx Center)

Terry Phoenix (UNC LGBTQ Center)

Jonathan Sauls (Student Affairs)