

**Committee on Fixed-term Faculty
Annual Report to the Faculty Council
April 2011**

Members: Kyle Crowder, Jean DeSaix (chair), Kurt Gilliland, Susan Irons, Cal Lee, Joy Renner, Judy Tisdale, and Arrel Toews; assisted by Anne Whisnant, Director of Research, Communications, and Programs in the office of Faculty Governance

Meetings: September 10, 2010; October 8, 2010; November 12, 2010; December 17, 2010; January 14, 2011; February 18, 2011; March 18, 2011; April 15, 2011.

Committee Charge

Resolution 2005-9. On Establishing the Council Committee on Fixed-Term Faculty

The Faculty Council resolves:

Section 1. Pursuant to Section 2-8(b)(1) of the Faculty Code of University Government, the Council Committee on Fixed-Term Faculty is created. The Committee has six members, appointed by the Chair of the Faculty from among sitting members of the Faculty Council at the September meeting of the Council each year. Four of the members are fixed-term faculty members, and two are tenure-track faculty members. The Chair of the Faculty designates the chair of the committee. Members are eligible for reappointment.

Sec. 2. The committee addresses working conditions and the status of full-time and part-time fixed-term faculty members. In this regard it monitors implementation of policies and recommendations concerning fixed-term faculty; reviews school, college, and departmental policies governing such faculty members; and formulates and proposes new policies and procedures for consideration by the Faculty Council. The committee reports to the Council as appropriate to its agenda, but at least annually.

Sec. 3. This resolution is effective upon adoption.

Summary of Activities of the Committee 2010-2011

McKay Coble, Faculty Chair, appointed new members of the committee over the summer; thus the fully formed committee was ready to continue work with the first fall meeting. Conversations continue about the possibility of becoming a committee appointed by the Chancellor so that the committee's functionality is not dependent on the Faculty Chair designating new members from currently seated Faculty Council members.

Fixed-term Faculty Promotional Track

At a majority of its meetings, the committee spent some time discussing evolving policies in Arts and Sciences. Arts and Sciences began updating its policies in 2008 when then Dean Holden Thorp charged a committee to recommend policies which would “provide a more predictable career track for fixed-term faculty and allow departments to reward longevity and extraordinary contributions by fixed-term faculty.” During these discussions, Professor Jan Boxill, a member of the Arts and Sciences committee working on this issue, met with our committee, as did Dean Gil from Arts and Sciences. As a result of the Arts and Sciences committee’s work, the College implemented new standardized criteria for promotion to Senior Lecturer; the first group of promotions to that rank in the college in several years took place at the end of the fall 2010 semester. A second outcome of the Arts and Sciences’ committee’s work is the establishment of a third tier in the lecturer sequence. Various committees spent much of the past year at an impasse over what actual title to use. The final choice is “Master Lecturer.” A proposal is being presented to Faculty Council today for a vote on the change in the tenure code that the new title requires.

As a sub-note to the promotional track issue, the committee discussed the degree to which a standardization of fixed-term titles across schools would be useful and appropriate. Many of the professional schools have begun to use the professorial titles with a modifier term such as clinical with that modifier term used only in official documents.

University-wide Implementation of Faculty Council Resolutions

Many Faculty Council resolutions request that the Fixed-term Faculty Committee work with the Provost on implementation. Thus Provost Carney joined us for a meeting to discuss progress on several fronts. As a result of that meeting and a subsequent meeting with a subset of our committee, the Provost asked the committee to evaluate the completeness of fixed-term hiring and promotion policies on the Provost’s website (Resolution 2006-6). Schools which did not have fixed-term faculty policies posted responded promptly to our request to provide those to the Office of the Provost. Both Provost Carney and Associate Provost Strauss have been steadfast supporters of fixed-term faculty issues, as has been Dean Gil of Arts and Sciences.

Fixed-Term Faculty Grant and Award Opportunities

The committee collated a list of grants, awards and other potential benefits for fixed-term faculty. The list is appended to this report and posted online on the Fixed-term Committee website: <http://faccoun.unc.edu/committees-2/appointed-committees/fixed-term-faculty-committee/>

Proposed Academic Plan and Fixed-term Faculty

Dean Bill Andrews sought comment on the Academic Plan from members of the committee. Several items in the plan address fixed-term issues, specifically the mandate to “Recognize and reward the contributions of fixed-term faculty to the teaching and research missions of the University.”

Survey on Resolutions and Best Practices

In order to determine the degree to which past Faculty Council resolutions are being implemented in individual departments, a survey, keyed to resolutions 2003-7 and 2006-6 as well as Best Practices detailed in the 2009 annual report of this committee, was sent to heads of all university departments and units. Data from the survey will be on the Fixed-Term Committee website <http://faccoun.unc.edu/committees-2/appointed-committees/fixed-term-faculty-committee/>. Comments included in the survey clearly portray the diversity of fixed-term faculty positions in the university. It is encouraging to note that many departments are following best practices, although the low response rate to date makes it difficult to draw significant conclusions. It is at least possible that the departments responding are those that are more cognizant and proactive concerning fixed-term faculty issues.

In Conclusion

In 1995 fixed-term faculty gained voting privileges in faculty-wide elections and first voted in the 1996 election. In 2004 the Council approved a new title of Senior Lecturer, and today Senior Lecturers in Arts and Sciences are being given five-year appointments. Today, in some places, in the view of one chair responding to our survey, “There is no difference between fixed-term faculty and tenured faculty.” Just fifteen years after fixed-term faculty gained voting privileges, a fixed-term faculty member (Jan Boxill) is a candidate for chair of the faculty. While much work remains to be done, we celebrate the progress made, thanks to persistent work by fixed-term faculty advocates as well as supportive good-will from administrators.

Teaching Awards and Support Available for Fixed-Term Faculty

Awards

University Teaching Awards

Each year, UNC recognizes faculty, staff and students for outstanding teaching. The University Committee on Teaching Awards strongly encourages nominations of deserving faculty members and graduate teaching assistants for distinguished teaching awards. The committee reviews the nominees, collects additional information and recommends winners to the Chancellor.

The following University Teaching Awards, for which fixed-term faculty are eligible, are granted annually:

- Mentor Award for Lifetime Achievement
- Distinguished Teaching Awards for Post-Baccalaureate Instruction
- Tanner Award for Excellence in Undergraduate Teaching
- Chapman Family Teaching Awards
- William C. Friday Award for Excellence in Teaching
- Johnston Teaching Excellence Awards

More information on these awards can be found at the Provost's website:

<http://provost.unc.edu/teaching-awards>

Student Undergraduate Teaching Awards

The Student Undergraduate Teaching and Staff Awards (SUTASA) committee grants awards to teaching assistants, professors, and staff members. SUTASA are the only teaching and staff awards funded, nominated, and selected entirely by undergraduate students. Only undergraduate students may submit nominations. Since 1989, the SUTASA committee has awarded six \$1000 teaching assistant awards and three \$5,000 professor awards each year. They also award one \$1000 staff award to a University employee who is not a professor or a TA. Winners are recognized during the Chancellor's Award Ceremony.

More information at the Student Undergraduate Teaching and Staff Awards website:

<http://studentorgs.unc.edu/sutasa/>

For School of Medicine:

UNC Medical School Academy of Educators Teaching Awards

These awards are designed to recognize faculty who excel in undergraduate teaching, but may not be recognized currently because teaching is not their major focus or they do not play a leadership role in the curriculum. The Academy of Educators recognizes recipients at the annual Evening of Scholarship, usually held in mid-May. The awards and criteria are listed below:

- **Clinical and Basic Science Excellence in Teaching Awards:** One award in each category is directed toward great teachers who are not course directors, but who make significant contributions to courses in years one and two.
- **Clinical Preceptor Excellence in Teaching Award** (for faculty at UNC Hospitals): Two awards are given each year: one for faculty in the core clinical curriculum (year three) and

one for faculty in the advanced curriculum (year four). Awards in this category go to faculty who are strong clinical preceptors, but who do not have administrative responsibilities that place them on the Clinical Curriculum Committee.

- **Clinical Preceptor Excellence in Teaching Award** (for off-campus faculty) : Two to four awards are given each year; both for faculty preceptors in the year one and two community weeks and one each for faculty preceptors in years three and four of the clinical curriculum.
- **Medical Student Research Mentor Award:** This award recognizes excellence in training medical students in the fundamentals of medical research and research ethics, not limited to mentors of M.D. or Ph.D. students.
- **Medical Student Advisor Award:** This award recognizes dedication and effectiveness as a medical student advisor for faculty who are not officially part of the Dean's office advising system.
- **Career Goal Advisor Award:** This award recognizes dedication and effectiveness as a medical student career advisor through the residency application process.
- **Innovation in Teaching Award:** This award recognizes innovation in medical student teaching and could include course directors and teachers with administrative responsibilities.
- **Lifetime Achievement Award in Medical Education:** This award is for faculty that have demonstrated sustained excellence in teaching and mentoring medical students over ten years or more.

Support

Graduate Research Consultant (GRC) Program

The GRC offers course grant awards to instructors who submit proposals to teach research exposure courses for undergraduates. The program was developed to increase research opportunities for undergraduates in courses. GRC encourages and supports instructors who want to transform course projects or assignments into research projects.

More information: http://www.unc.edu/depts/our/faculty/faculty_grc.html

Center for Faculty Excellence

The CFE provides training opportunities and professional development workshops for all members of the faculty. It's primary mission is to "support teaching and learning at all levels and in all contexts in which instruction occurs in the university" in order to "to assist instructors on campus to achieve better teaching and learning outcomes." The Center provides assistance to individual faculty and graduate students through one-on-one consultation, its "Explorations in Teaching" series, and its electronic library of best practice. Its website offers a selection of electronic documents, including teaching tips, grading templates, syllabus writing guides and a calendar of ongoing development workshops.

More information: <http://cfe.unc.edu/>

Fellowships

Faculty Arts Fellowships

The Office of the Executive Director for the Arts and the Institute for the Arts and Humanities award year-long fellowships for faculty pursuing projects related to the performing or fine arts. The fellowships are open to fixed-term faculty who have been at UNC for at least five years. More information: <http://iah.unc.edu/programs/fellowships/faculty-arts-fellowships>

Hamilton Family Fellowship for New Media

The Johnston Center for Undergraduate Excellence and the Hamilton Family Fellowship in Teaching with New Technology offers a semester-long fellowship opportunity for faculty who are interested in teaching with new instructional technologies.

More information: <http://www.johnstoncenter.unc.edu/index.php/jcue-funding/jcue-facultyfund/jcue-adresource.html>

Parr Center for Ethics Fellowships

Faculty members and graduate students of UNC Chapel Hill may apply to become a Fellow of the Parr Center for Ethics. Faculty Fellows are appointed for one-year terms, and the appointments are renewable.

More information: <http://parrcenter.unc.edu/involve/becoming.html>

Teaching Enhancements

Ackland Art Museum Course Development Grants

The Ackland Art Museum offers funding to support either new courses that directly engage with the museum's collection or revisions to existing courses that engage with the collection. The maximum grant available is \$10,000. Grants are available to faculty in any discipline. The Ackland's expectation is that the courses developed with these funds will be taught three or more times.

For more Information, please contact Caroline Culbert at 962-3342 or culbert@unc.edu.

African Studies Center Course Development Awards

The African Studies Center provides grants of \$2,000-\$4,500 to support faculty who are interested in developing Africa related courses for the curriculum in any field.

More information: http://africa.unc.edu/funding/faculty/faculty_funding_main.asp

Center for European Studies Course Development Grants

The CED offers the European Union Center of Excellence Awards to allow faculty to develop new European Union courses or tracks in existing courses. Awards for full EU courses are \$4,500 and \$2,000 for EU tracks. National Resource Center (Title VI) awards of \$4,500 allow faculty to develop courses relevant to the study of modern Western Europe.

More information: http://www.unc.edu/depts/europe/research_funding/funding.htm

Experiential Education Course Grants

The Office of Experiential Education offers course development grants to faculty who are interested in creating new courses that fulfill the EE requirement or revising existing courses to meet it.

More information: <http://www.unc.edu/depts/uc/eeresources.html>

Global Studies Course Development Grants

The Center for Global Initiatives supports faculty who are interested in adding international content to existing courses that have little or no such content; adding comparative cases to courses that are currently area specific; or developing new courses with significant international content. The Center is especially interested in faculty developing globally-oriented service learning courses based at UNC. Awards can be requested to support stipends, supplies or travel reimbursements or a combination of the three categories.

More information: <http://cgi.unc.edu/funding/curriculum-dev.html>

Honors Course Creation Grants

Contact Ritchie Kendall, Assistant Dean for Honors, at rkendall@email.unc.edu for more information.

Southern Studies Course Development Grants

The Center for the Study of the American South supports faculty and student research on innovative topics related to the southern United States with travel grants, summer research stipends, postdoctoral fellowships, and course development awards.

More information: http://www.uncsouth.org/content/funding_opportunities/

Teaching with New Technology Grants

Small grants (up to \$400) to faculty or instructors to support the use of technology in First Year Seminars, Honors seminars, and other courses taught in the Johnston Center. Activities supported by the grants must be scheduled in the Johnston Center.

More information: <http://www.johnstoncenter.unc.edu/index.php/jcue-funding/jcue-facultyfund/jcue-adresource.html>

Ueltschi Course Development Grants

The Office of the Provost and the APPLS Service-Learning Program award five \$8,000 course development grants and three \$1,500 service-learning mini-grants to instructors to develop courses that successfully connect community-based service into the curriculum and promote the pedagogy of service-learning at UNC. Faculty members, adjunct faculty members, and graduate instructors teaching undergraduate courses in Academic and Health Affairs are eligible and encouraged to apply.

More information: <http://www.unc.edu/apples/faculty/teach/grant.html>

Underhill Course Enhancement Awards

Underhill Grants fund activities designed to enhance and enlarge the intellectual experience of undergraduates at Carolina, particularly first year students. Grants of up to \$1,000 are available to faculty teaching First Year Seminars or Honors courses in English, Environmental Studies, Folklore, History, Math, Physics, or Biology. The program is particularly interested in activities that might be opened to the larger campus community, but that is not a requirement for funding.

More information: <http://www.unc.edu/depts/jcue/funding/underhill.html>

Research Support

African Studies Center Faculty Conference Travel Grants

The African Studies Center supports faculty who are interested in presenting a paper with substantial Africa content at a conference.

More information: http://africa.unc.edu/funding/faculty/faculty_funding_main.asp

Carolina Asia Center Travel Grants

Grants are available for faculty who wish to travel to locations in South, East and Southeast Asia to broaden and deepen their expertise on topics in the social sciences or humanities relating to Asia (up to \$3,000). Grants are open to all faculty in the College of Arts and Sciences. Proposals must demonstrate how the travel would contribute to curriculum development or research.

More information: <http://carolinaasiacenter.unc.edu/faculty-course-development-and-travel-grants/>

Carolina Center for the Study of the Middle East and Muslim Civilizations Grant

Offers support for projects that increase awareness of the history and culture of the Middle East and Muslim civilizations. Funding for projects that meet this goal will not normally exceed \$250, and the amount of support the Center offers should be matched by funds from at least one other unit on campus. Preference is given to proposals that involve more than one department or school. Also, we look favorably upon proposals that engage faculty, students, and staff, and we discourage using funds to purchase food. Projects must be organized by a person or unit affiliated with UNC.

More information: <http://www.unc.edu/mideast/funding.shtml>

Center for European Studies Faculty Research Travel Awards

The CES makes approximately four awards for faculty research travel related to a project on contemporary European or EU Studies. Domestic travel grants to present papers are \$650, and grants for travel to Europe related to research and publication are for \$2,000.

More information:

http://www.unc.edu/depts/europe/research_funding/fundingfaculty.htm

Center for Global Initiatives Travel Awards

The Center for Global Initiatives supports faculty research and curriculum development, as well as student language training, field research and professional development. Awards offer modest support to faculty and staff who are presenting important scholarly work at major conferences abroad. These awards must be matched by your department, school or unit.

More information: <http://cgi.unc.edu/awards/conference>

Center for Global Initiatives Faculty Working Groups

The Center for Global Initiatives supports the innovative, interdisciplinary research of faculty by funding working groups that meet regularly to critique scholarly works, host speakers, organize conferences and develop grant proposals. The group's core members must represent at least three different UNC departments or schools. Grants of \$5,000 are made for one year with the possibility of renewal. Projects must have financial support from another UNC unit, and matching funds generally do not exceed \$500.

More information: <http://gi.unc.edu/funding/working-groups.html>

Community Economic Development Competitive Grants Program

The Office of Economic and Business Development, with support from the Center for Global Initiatives, sponsors this program to pursue engaged scholarship in community and economic

development. Grants of up to \$25,000 are awarded to faculty research projects with potential to improve the economic competitiveness of both businesses and communities in North Carolina. More information: <http://research.unc.edu/offices/economic-business-development/programs/index.htm>

Fulbright Scholar Program

The Council for International Exchange of Scholars annually sends nearly 800 people to 140 countries through six programs designed to allow faculty, administrators and professionals to lecture, conduct research or participate in seminars. Programs also enable professionals from other countries to come to the U.S.

More Information: <http://cgi.unc.edu/awards/fulbright-scholar>

Fulbright-Hays Faculty Research Abroad Program

Administered by the Institute of International Education, this grant allows faculty to conduct research abroad in modern foreign languages and area studies to improve their knowledge of the languages and cultures in their countries of specialization (excluding Western Europe). Funds support travel expenses, a maintenance stipend and an allowance for research-related expenses overseas. Applicants must have been engaged for the previous two years in teaching relevant to the language or area studies. UNC faculty must apply through the Center for Global Initiatives.

More information: <http://cgi.unc.edu/awards/fulbright-hays-fac>

Global Health Faculty Research Partnership Grants (GHP) Program

Through the Office of Global Health, this program fosters the development of multidisciplinary research projects and partnerships in global health. Grants of up to \$5,000 are made to faculty for international travel to establish or maintain research relationships with colleagues in other countries.

More information:

http://www.sph.unc.edu/globalhealth/global_health_faculty_research_partnerships_grants_1135_9145.html

IAH Innovation Grants

All UNC faculty are eligible to apply as individuals or in collaboration with other faculty, staff, students, community partners or professionals as long as the work has relevance to arts and humanities teaching or practice. While each project must be led by a UNC faculty member, the team may include members who are not affiliated with UNC.

More Information: <http://iah.unc.edu/innovation/cfp/cfp-frontpage>

International Research and Exchanges Board (IREX)

IREX sponsors a broad range of fellowship opportunities for masters, pre-doctoral and postdoctoral research, as well as for senior scholars, professionals and policymakers.

More information: <http://www.irex.org/>

Research at Carolina

This searchable database is the primary funding information resource for research and scholarly activities conducted by UNC staff, students and faculty.

Database location: <http://cfx.research.unc.edu/funding>

Other Teaching Opportunities

Burch Seminars

Honors Study Abroad programs and Burch Seminars offer the opportunity for UNC faculty to teach in creating summer or semester courses, domestic and international, in a number of different study abroad locations. For more information, contact Frieda Seeger at seeger@unc.edu or visit <http://www.burchseminars.unc.edu/>.

Semester at Sea

Spend a semester going all the way around the world, teaching on a university ship full of 700 students from all over the U.S. There is a school on the ship for dependent children.

More information: www.semesteratsea.org

See other documents relating to fixed term faculty at:

<http://faccoun.unc.edu/committees-2/appointed-committees/fixed-term-faculty-committee/>

