

Faculty Welfare Committee
Minutes
Wednesday, September 9, 2015

Present: Donna Bickford, Larry Chavis, Clare Counihan, Rhonda Gibson, Tim Ives, Anne Mitchell, Charlene Regester

Absent: Kirk Montgomery, Christine Stachowicz

- I. Welcome: Tim Ives opened the meeting, and members introduced themselves.
- II. Business:
 - a. Nominations for new member: Due to other commitments, Margaret O'Shaughnessy has resigned her position with the committee. Committee members discussed potential recommendations to forward to the Faculty Chair Bruce Cairns. Among several possibilities, the committee decided that Eileen Parsons (School of Education) and Jan Chambers (Dramatic Arts) would be excellent nominees, extending the representation of the committee.
 - b. Approval of April minutes: The committee deferred approving the minutes until the next meeting.
 - c. Liaisons with other committees: The committee reaffirmed its commitment to work collaboratively with the Community and Diversity, Fixed-Term Faculty, and Status of Women committees. Other committees have suggested a meeting of all four committees in whole in order to assess areas of overlap (and reduce duplication of effort).
 - d. Draft Fixed-Term Faculty Profile: The committee discussed a report on the profile of UNC-CH's fixed-term faculty requested by the Provost. While the committee welcomes the report, it is not clear how widely disseminated it is or how much of a draft it is. The committee expressed interest in hearing from Dorothea Heitsch about Faculty Forward's perception of the report. It also agreed that it should invite Mike Mathews (Interim Director of Academic Personnel) to an upcoming meeting so that the committee can seek clarity about the existing categories of faculty appointment. It looks forward to seeking more detail about some of the underlying data. The committee articulated the possible goal of identifying a set of "best practices" around employing adjunct faculty.
 - e. FITAC-Carolina Commons collaboration: Ives and Whisnant updated the committee on the test piloting of Carolina Commons, a platform for academic profiles, work sharing and collaboration. Kate Hash in IT is overseeing the process. Once the pilot phase is complete, users will report to the FEC for recommendation of a phased roll out. Although there was the possibility that Carolina Commons might replace Sakai, it does not offer sufficient security and privacy to meet university IT security standards.
 - f. Altacs in Academe Carolina Seminar Update: Bickford and Whisnant updated the committee on the activities and upcoming programming of their Carolina Seminar series on "alternative academic" careers in higher education. The seminar steering committee hopes to develop policy recommendations for "best practices" for altac personnel in the university. Someone noted that Dean Matson (Graduate School) has

committed funding to departments that undertake training at the graduate level for non-academic careers.

- g. Collaboration with the committee on the Status of Women: Counihan updated the committee on a series of meetings COSOW had with the Provost, starting at the end of the spring semester. At the Provost's invitation, the committee submitted a number of requests that they argued would positively impact the experience of women faculty at UNC-CH. The Provost has committed \$100,000/yr over up to 3 years to establish new lactation rooms across campus, funds for a graduate assistant to research flexible tenure policies, and future meetings to discuss issues of transparency and accountability.
- III. Adjourn: Ives adjourned the meeting. He asked members to identify "key issues" for the next meeting to inform the committee discussion of its priorities for the year.