

Faculty Welfare Committee Minutes
Monday, October 26, 2015, 200B Carr Hall
1:00 PM to 2:30 PM

Present: Donna Bickford, Larry Chavis, Clare Counihan, Rhonda Gibson, Tim Ives, Ashley Nicklis, Charlene Regester, Christine Stachowicz, Anne Whisnant

1. Welcome, announcements, congratulations

Donna Bickford shared that she has accepted a job as the Director of the Women's and Gender Resource Center at Dickinson College.

2. The minutes from the September 28, 2015 meeting were approved.

3. Nomination of new committee members – All

The committee needs to identify two new members to fill absent seats: one non-tenure track faculty member and one EPA-non faculty staff member. Based on the list provided by Anne Whisnant, the committee generated the following list, primarily of NTT faculty members, to approach about joining the committee: Todd Ochoa (TT, Religious Studies), Stephen Lich-Tyler (Economics), Amy Chambliss (Romance Studies), Jan Hannig (TT, Statistics), Martha Alexander (Romance Studies). Tim Ives and Anne Whisnant will reach out to each person.

4. Assignments/Updates from Liaisons Committee members

Committee members shared the following updates from their assigned liaison committees:

- Fixed Term Faculty (Rhonda Gibson): Meetings are in conflict with her unit meetings so she has not been able to attend any this semester.
- Committee on the Status of Women (Clare Counihan): COSOW's last meeting focused on reviewing the lactation toolkit, which go to HR shortly for approval, and on continuing the conversation about transparency and accountability.
- Community and Diversity: Wayne Blair presented the material he plans to cover at the Oct 30 Faculty Council meeting.
- Faculty Assembly (Tim Ives): This body discussed what information it hoped to share with the new system President. UNC CH's Faculty Council plans to invite her to a meeting in the near future. Several of the smaller campuses expressed concern about their future

5. Review of questions on adjunct faculty data for request to UNC Remedy Ticket System – All Committee members reviewed the draft of the request for data to prepare it to be submitted to the Remedy Ticket system. They addressed the following issues:

- Finance gets priority in all requests, so there may be a delay in getting data back.
- Overall, Ashley Nicklis recommended to make very clear what data the committee does NOT want (e.g., results should **not** include SPA employees, EPA-nf employees, permanent part-time EPA employees, anyone with a courtesy appointment). Temporary part-time employees might be one category to include.
- Question 1:

- Demographic data should be requested separately. Data should include gender, race, age bracket, degree.
 - Any adjunct data should be broken down to the level of the 6 digit department code, except where that degree of detail would enable identification of individuals. The committee can then confer with larger units to see what aggregation makes sense for them.
 - Question 2: Although the committee suspects that the request cannot be fulfilled, it agreed to make the formal request through Remedy Ticket. It may need to gather data from the Registrar.
 - Question 3: These data should be requested from GA as two separate questions.
 - How many faculty have simultaneous appointments at UNC system schools?
 - Of those, how many are eligible for health care coverage (ie, .75+FTE)? How many Ashley Nicklis pointed out that GA currently does not track centrally when individuals become eligible. Campuses must determine individual's eligibility, and the campus that makes the threshold appointment bears the cost of benefits. The question about whether or how many UNC-CH adjuncts with appointment at multiple UNC system campuses should be directed to UNC-CH RemedyTicket.
 - Question 4: HR can only share annualized total salary (not per course), but different units enter salary data differently. In order to compensate, the committee agreed to request the following for calendar year 2015: salary, dates of appt, FTE. The committee discussed requesting rates schedules from individual departments.
 - Questions 5, 6: The data requested in these questions is currently not being tracked. One potential site for future tracking might be through the Academic Personnel Office, under the Provost. Request 2015 (spring, fall)
 - Several other issues came up in the course of this conversation: Will this analysis require IRB approval? (No.) How can the committee request information from GA's DataMart system? (Via GA public records request.) The legacy system is not compatible with PeopleSoft and makes requests for older information much more difficult to retrieve. PeopleSoft and the Registrar's systems are incompatible systems.
6. Update on campus child care/lactation efforts – Clare
Tabled to next meeting.
 7. Update on the October 23 Faculty Assembly meeting - Tim, Anne
Tabled to next meeting. Tim Ives did raise the question about the role of the Faculty Assembly Welfare Committee (GA level) and how the UNC-CH Faculty Welfare Committee should be supporting it.
 8. AOB, plans for next meeting (Monday, November 16) - Tim