

Faculty Welfare Committee

November 20, 2013, 1pm

Carr 200B

Meeting Minutes

Members in attendance: Donna Bickford, Tim Ives (Chair), Kelly Giovanello, Christine Stachowicz, Deborah Stroman

Others in attendance: Anne Whisnant (Deputy Secretary of the Faculty), Ashley Nicklis (Senior Director, Benefits and Work/Life Programs), Kathryn Turner (Executive Assistant, Faculty Governance)

Call to order and approval of previous minutes

Prof. Ives called the meeting to order at 1 pm. The minutes from the previous meeting were approved as submitted.

Update from the chair

Prof. Ives said that since the last meeting, he has compiled a list of welfare committee chairs from other UNC system schools. Four campuses don't have a faculty welfare committee. Katie Turner set up a listserv and will add the UNC-Chapel Hill faculty welfare committee members to the listserv.

Prof. Ives reported that one of the main concerns from faculty at UNC Charlotte is the availability of affordable childcare. Prof. Anna Gonzalez, chair of their welfare committee, reconvened the committee because of faculty concern about childcare issues.

Prof. Ives said that he spoke with Prof. Catherine Rigsby about including a faculty advisory committee to General Administration (GA) for the next State Health Plan enrollment. He said that the Faculty Assembly will discuss the issue at its meeting on Friday. He said that one of the problems that was reported with this year's enrollment is that the health assessment questions solicited information that is out of date. For example, the AHA has new cholesterol guidelines and the health assessment assumes the older reporting process is still in place.

Adjunct health coverage update

Prof. Ives asked Ashley Nicklis for an update on the Affordable Care Act implementation with regard to adjunct faculty.

Ms. Nicklis reported that there has been a working committee established by GA to determine how the ACA will be implemented across the system and how it will impact post-doctoral scholars, graduate students, and adjuncts. Human Resources requested that all schools and divisions submit information about their adjunct faculty. 3,660 people were identified as adjuncts. She said that some of them have a zero base salary. In January, Human Resources will have to start assigning people FTE. Departments will have to tag faculty who are teaching three week long lecture series with FTE.

Ms. Nicklis said that she expects that decisions about temporary workers and undergraduate students will be based on hours, but adjuncts will have to be assigned FTE. In most cases, adjuncts are given lump sum payments. She said that once FTE is assigned, adjuncts can't receive lump sum payments, but will be required to have an annualized salary. She said that system changes can't be made until Human Resources determines the business process. The business process will be shaped by the implementation of PeopleSoft.

Ms. Nicklis said that of all the adjuncts identified system-wide, about 500 adjuncts in the system would be eligible for health coverage and approximately 450 are currently working at UNC-Chapel Hill.

Prof. Ives offered to have the committee review the new procedures.

Ms. Nicklis said that might be helpful since Provost Dean is new in his role. She mentioned that HR staff will be meeting with business officers from the Academic Personnel Office in January. Brenda Malone will send an ACA update before she leaves the university.

Dr. Bickford said there is still a question about adjuncts who work in total over 30 hours at various campuses and whether their hours and courses will be cut.

Ms. Nicklis said that UNC-Chapel Hill would like to give the benefits if funds are available. She said that she is not sure how our campus will know if an adjunct faculty member is working at a different campus. She said it could be determined during the application process or through a dual-employment system.

Dr. Bickford said that she is concerned about people's hours getting docked who are working more than 30 hours so GA can avoid giving them health insurance.

Ms. Nicklis said that there have been recent examples of adjuncts getting their hours cut back. In Virginia, legislation was passed to limit the number of hours temporary workers can work. She said that Raleigh may not opt do that. Including more people in the State Health Plan could mean more money for the Plan. The issue is that one campus may have funds to provide the health insurance, while another may not. She said she is not sure if there is a way to correct this problem.

Ms. Stachowicz asked if the control group designation complicates getting health insurance for adjuncts employed at multiple campuses.

Ms. Nicklis said that the majority of adjuncts who would be affected are working across departments at UNC-Chapel Hill, not at other campuses. She said that designating the control group as the UNC system adds some complexity.

Discussion about faculty welfare priorities

Prof. Ives thanked Ms. Nicklis for the update. He said that he recently read through past FWC minutes and reports and outlined recurring issues. He said he spoke with Vice Provost Ron Strauss at the last Faculty Council meeting and asked him where resolutions are submitted once they are adopted by the FC. Prof. Ives said the resolutions are submitted to the Provost's Office. Dr. Strauss offered to attend the Faculty Welfare Committee meeting to discuss faculty retention. He said that chancellor is looking for solutions. Prof. Ives asked the

committee to look at the list of issues and identify additional ones they would like to add. He also asked how the committee would like to prioritize the issues on the list.

Ms. Stachowicz suggested identifying issues that are achievable and pursuing solutions to those issues. She mentioned that the University Library has its own HR office with an HR representative who is available to answer benefit questions.

Ms. Nicklis said that every department has an HR representative, whether they are physically located in the department, at the UBC, or at the Dean's level. She said that most departments in the the College and School of Medicine have individuals in each department. She said that some HR representatives have been moved to the Dean's level. She said the university uses a decentralized HR model, which sometimes makes it difficult to determine who responsible for communication.

Prof. Ives asked whether changes in HR are leaving faculty out of the loop.

Prof. Stroman said that many believe HR should have more faculty resources online. She said that all the items on the list are equally important.

Prof. Giovanello said it might be helpful to assess where each of the issues stand. For example, new tenure guidelines have been put in place since the past reports were written.

Ms. Nicklis asked what the tenure policies are.

Prof. Giovanello replied that each department has a different set of standards.

Ms. Nicklis asked if there is a way of knowing that deans are enforcing those standards.

Dr. Whisnant said that she remembers that a national survey was administered to junior faculty at UNC-Chapel Hill to assess their familiarity with tenure policies. She will look for more information.

Dr. Bickford said there are some simple solutions for making information easier to find for faculty. For example, she said that the "stop the tenure clock" guidelines are not posted online. She also suggested creating a parental leave policy that requires faculty to opt out, rather than opt in.

Prof. Stroman asked if the faculty need a central office or their own HR infrastructure.

Prof. Ives said that many of the documents he reviewed refer back to who is responsible for implementing changes and guidelines. Sometimes it is the Provost's Office, the Academic Personnel Office, or HR.

Dr. Whisnant said that the university has recently created a central policies webpage (policies.unc.edu) containing links to HR, the Academic Personnel Office, and the Faculty Code. She said there is also information under the academic personnel policies webpage. Dr. Whisnant added that it might be helpful to categorize the issues by who has oversight and then determine whether the committee can have an impact.

Prof. Stroman said she would like to see a faculty member advising the chancellor on welfare issues.

Prof. Ives said that Ron Strauss holds that position, but is very busy.

Dr. Whisnant said there used to be a Faculty Handbook to help clarify faculty policies.

Dr. Bickford said that a new version of the handbook was written, but not published. The document was called the Survive and Thrive Manual. University Counsel said it couldn't be used. Prof. Diane Kjervik and Prof. Etta Pisano developed it.

Prof. Ives said the printed handbook was helpful in pre-internet age.

Dr. Whisnant said that it had been brought online, but pieces of it became outdated.

Prof. Stroman said she would rather have a hired person, rather than just a handbook.

Ms. Nicklis said that what the committee is describing is a systemic issue. It is sometimes unclear which office is responsible for what area. The Benefits Office handles faculty benefits, but the Academic Personnel Office is responsible for appointments. She said that realigning offices may allow for increased accountability.

Prof. Ives said the past reports indicate that solutions were proposed, but not implemented. He would like to get a proposal to FC by the end of the year.

Prof. Stroman added that the timing is right for change.

Prof. Ives suggested that the committee start adding to the list or removing items. He inquired about the faculty's previous request to have a cafeteria.

Dr. Whisnant explained that the faculty used to have a gathering place at Carolina Inn, but it was closed down.

Prof. Stroman said that the Carolina Club is looking for new business.

Prof. Ives asked Katie Turner to post the list as a Google Doc and link it out of Sakai.

Prof. Stroman asked if they could add a wish list.

Ms. Stachowicz said she was curious about the Office of Academic Personnel. She wasn't aware of that office.

Ms. Nicklis said that the office has been around for a long time and is housed in the Provost's Office.

Prof. Ives said that he wants the committee to consider developing a faculty exit survey.

Prof. Giovanello said she would start working gathering background information about items on the list.

Adjournment

The meeting adjourned at 2 pm.

Respectfully submitted,

Kathryn Turner
Executive Assistant, Office of Faculty Governance