

Faculty Welfare Committee Meeting Minutes
September 17, 2014

In attendance: Tim Ives (Chair), Donna Bickford, Kelly Giovanello, Maggie O'Shaughnessey, Christine Stachowicz, Charles Streeter (Employee Forum Consultant), Anne Mitchell Whisnant (Faculty Governance).

Not in attendance: None

The minutes from the April 2014 meeting were approved.

Two members of the committee (Deb Stroman and Holning Lau) need to be replaced for their final one-year slot. Recommendations were made and will be conveyed to Faculty Chair Bruce Cairns.

The Committee is asked to assume responsibility for recording the minutes. We will rotate alphabetically by last name (except for Tim, since he chairs the meeting). Donna volunteered for today; Kelly Giovanello will take the minutes for our October meeting.

Tim reported that there was a good discussion at the Faculty Assembly, which approved the two resolutions this Committee has been following: the Resolution on the Definition of the Status of UNC System Employees for Coverage in the State Health Plan, and the Resolution on the Necessity of the Health Assessment in the State Health Plan Premium Determination. The approved resolutions have been forwarded to President Ross. The Employee Forum will be taking up these issues with the Staff Assembly. Tim noted that many folks in the Faculty Assembly were previously unaware of the issues with adjuncts/ACA. Some discussion revolved around whether there was a need to set limits on how many hours adjuncts could teach and whether we should explore how we are using them. Tim noted that there was substantial resistance to the idea of GA or individual campuses setting a cap on adjunct working hours.

Donna and Anne shared information about their Altac Working Group and Altacs in Academe Carolina Seminar. These initiatives are interested in better utilizing the skills and talents of UNC's PhD-prepared administrator-scholars. Tim noted that Bob Blouin, the Dean of Pharmacy, is convening a committee about what the university is going to look like in the future. Anne and another Altac Working Group member (Marc ter Horst) talked to the Employee Forum about altac issues in the spring. Charles noted that the Employee Forum is interested in altac issues because it helps them support EPA N-F employees. The Provost is apparently considering establishing a task force to address the request for information regarding adjuncts. Anne pointed out the location of [UNC's IPEDS data](#). Although the definitions are confusing, it appears to quantify the number of adjuncts.

Kelly shared that Psychology has created a more formal reappointment process for its adjuncts, requiring their cv, statements about their activities, and letters from faculty members. One of the issues listed in our letter to the provost was criteria for promotion for adjuncts.

The DTH has spoken with Tim, Anne and Donna recently; it is planning an article/series of articles about adjunct issues.

Kelly reported that the most pressing issues discussed at the recent Faculty Council retreat were all relevant for our committee.

The Fixed Term Committee received over 800 responses to their survey. The instrument will be posted to the Sakai site.

The General Assembly gave the UNC system leeway to create a new level of coverage for university employees (like adjuncts) beyond the three levels currently available in the State Health Plan (SHP). The Board of Trustees for the SHP has met twice to create an alternative plan to cover employees who are not currently able to be enrolled. Questions remain about what part of the cost the SHP will assume and what the UNC system and/or the individual campuses will assume.

We have received no further response on our February request to Ron Strauss and Lynn Williford for the de-identified data on faculty retention. Tim will follow up with a formal request for an update/status report.

The [Faculty Handbook](#) will be formally announced at the Faculty Committee meeting on September 19.

The Committee reviewed the list of possible agenda topics for our work this year. Tim shared his individual priorities from this list, which include the issue of adjuncts, campus safety and security, and faculty morale (including retention). The Committee is in agreement that these are important topics for us to address. There was discussion about including in the Faculty Handbook some more specific information about campus safety, including the best practices to stay safe on campus. Tim will invite Chief of Police Jeff McCracken to come and talk with the committee.

Tim requested committee members sending articles via the listserv also post those articles to the Sakai site.

Kelly discussed the need to enhance faculty interest in serving in faculty governance, which she has found very useful in terms of understanding better how the university functions and in meeting people outside her department. Tim noted that it is part of faculty "good citizenship." Anne will contact Patty Cartwright and suggest a "why I serve on Faculty Council" roundup.

Tim mentioned Boyer's suggestion that faculty undertake the scholarship of service, as potentially relevant material on this topic. (See Boyer's article [here](#); the service discussion is under scholarship of application.)(Note: Tim provided [this article](#) by Boyer on the scholarship of engagement, as well.)

Tim noted the recent N&O editorial in support of [UNC's Centers and Institutes](#), which points out potential political motives for the Board of Governor's review.