

## **Faculty Welfare Committee**

### **Nov. 12, 2014 Meeting Minutes**

Present: Timothy Ives, chair; Donna Bickford; Clare Counihan; Rhonda Gibson; Kelly Giovanello; Kirk Montgomery; Margaret O'Shaughnessey; Christine Stachowicz; Richard Weinberg; Anne Whisnant; Lynn Williford, guest

1. Tim Ives opened the meeting by welcoming Lynn Williford, assistant provost for institutional research and assessment in the Office of Institutional Research and Assessment. Lynn explained the role of her office and the services provided to faculty and staff. OIRA is responsible for preparing data for external reporting purposes such as federal mandate compliance reports, requests from peer institutions, AAU data exchange, and surveys from media and college guides. OIRA also does internal data collection that departments can use for planning support purposes and to prepare reports. Lastly, OIRA collects data for assessment purposes, both university-wide and at the unit level.

One current initiative is analysis of diversity-related data to be used for an upcoming campus climate survey. Lynn suggested it would be helpful if the FWC could help to pilot the survey.

Lynn discussed the upcoming COACHE (The Collaborative on Academic Careers in Higher Education) survey that will be conducted again in spring 2015 at Harvard University. The focus may expand beyond the traditional emphasis on junior faculty.

Tim asked if OIRA could help the FWC access and analyze data; Donna Bickford asked specifically about data for faculty retention offers (including data about gender and race) that the FWC has been unable to access thus far. Lynn said she would follow up with Ron Strauss on that. She also said that her office could consult with the FWC on strategies for analyzing its survey results.

Anne Whisnant asked about collecting data about adjunct faculty. Lynn said there is some issue with how the term "adjunct" is defined. Not all units use the same definition, so it is difficult to collect fully accurate data. She suggested that the FWC could work on a consistent definition.

Tim asked about the possibility of capturing data regarding health care coverage of faculty and to compare the data across UNC campuses.

Anne asked about the status of data queries under the new PeopleSoft system. Lynn said her staff would be available to help with this.

2. The minutes from the previous meeting were approved with one name change.
3. Follow-up discussion about OIRA. It was suggested that someone on the FWC could be a liaison. Donna said she would rework the original request for data regarding adjuncts and send it to Lynn. There was additional discussion about how to best work with OIRA.
4. Discussion about an upcoming task force for issues related to adjunct faculty. Tim said it would likely be formed soon.
5. Reports from members about their activities with other campus committees.

Anne attended the Fixed-Term Faculty Committee meeting. Christine Stachowicz asked if the fixed-term faculty wanted to be combined with other non-tenured faculty designations such as adjuncts or alt-acs. Tim said there is no clear distinction between these types of faculty, but that there still may be reason to keep fixed-term faculty separate to ensure they get proper recognition. Donna said there is a clear need for additional information about adjuncts and their representation in faculty governance. Tim said the upcoming task force would be a good start. There was discussion of the recent University Government Committee meeting about the current charges of the FWC and Fixed-Term Faculty Committee, which also focused additional attention upon the status of adjunct faculty.

6. The Faculty Welfare Committee's role and charge, especially vis-à-vis morale in the wake of Wainstein.

Giovanello introduced a discussion of the FWC's charge and faculty and employee morale in the wake of the Wainstein Report's release and the related conversation at the 10/31 Faculty Council meeting. Several members reported hearing of anxiety and feelings of vulnerability among various campus populations, including fixed-term faculty, staff/Employee Forum, and graduate students. There was a discussion of concerns about trust among colleagues; about a sense of fear of being held accountable for things others are responsible for; and about the fairness of the Wainstein investigation's processes (including what due process protections were offered to those called upon to be interviewed).

There was a discussion of the Faculty Welfare Committee's charge and whether the FWC could or should do anything to address campus / faculty morale and/or the campus "climate" at this time. Ives emphasized that "monitoring" is a major part of the committee's charge. He noted that he will be meeting in two weeks with the chairs of the Fixed-Term Faculty Committee, the Community and Diversity Committee, and the Committee on the Status of Women to discuss common concerns and each committee's priorities and areas of emphasis and possible synergies. This may help in better defining the FWC's charge as well as serve as part of the FWC's function of "monitoring" elements of faculty welfare. Ives said that he has let Bruce Cairns know about the upcoming meeting.

The discussion concluded with a decision to work on drafting a possible statement from the FWC encapsulating some of the concerns about Wainstein. Donna will craft an initial draft for committee review.

7. Ives concluded by asking the committee how they would like to proceed. What issues would they like to focus on? He noted that two “boiling issues” seemed to be the status of adjunct faculty and the question of faculty retention. There was a general consensus that these two are very important, but also a feeling that there are so many issues presently facing the campus and falling under the banner of “welfare” that it is difficult to focus.

The meeting adjourned at 2:30 p.m.

Respectfully submitted,

Rhonda Gibson with additions by Anne Whisnant