

Faculty Welfare Committee
January 14, 2015

Present: Timothy Ives, chair; Donna Bickford, Clare Counihan (Carolina Women's Center), Kelly Giovanello, Maggie O'Shaughnessey, Richard Weinberg, Anne Mitchell Whisnant (Office of Faculty Governance)

Present by phone: Christine Stachowicz, Kirk Montgomery (Employee Forum), Chrissie Greenberg (Employee Forum), Ashley Nicklis (Office of Human Resources)

The minutes from the December 8, 2014 meeting were approved with minor changes. [Note: the updated version is now on the Sakai site.]

Tim noted that he has been sharing minutes from FWC meetings with FWCs at other systems schools and asked for approval to continue that practice. The committee has no objection.

Tim reported that the committee's letter to Lynn Williford requesting data about our adjunct population is in process.

Along with Nancy Fisher from the Fixed Term Faculty committee, Tim met with representatives from the Faculty Assembly to talk about what the committees are doing.

Tim mentioned the [legislation in Congress](#) which would revise the Affordable Care Act mandate that employers must provide health care coverage to employees working at least 30 hours per week. The proposed legislation would increase the threshold for full-time work to 40-hours per week, which then would trigger the coverage requirement. This could have a significant impact on UNC employees, particularly on adjunct faculty.

The Faculty Assembly has expressed concern about faculty working conditions. At the April Faculty Assembly meeting there will be time for discussion on that topic; Tim expects they might be asking for guidance and feedback from our committee.

A [National Adjunct Walkout Day](#) has been called for February 25, 2015.

Tim spoke to Margot Stein from the Committee on the Status of Women; there are many areas of overlap between our committees. Christine noted that she will be attending her first Committee on the Status of Women meeting at the end of the month.

Richard went to a recent Employee Forum meeting. The major issue for discussion was the change in the adverse weather policy, some of which was mandated by the state. Ashley clarified that the state policy allows for make-up of adverse weather days but reduced the time for make-up from 12 months to 90 days. Also UNC-CH's ability to designate something as adverse weather was limited. Because of these two changes, as well as the complexity of how to track this, UNC decided not to allow employees to charge Adverse Weather leave and make-up time/days for adverse weather beyond that work week. Richard felt that the Forum was happy that he was there and FWC is interested in their work. Chrissie will facilitate an official introduction to the Forum at the next meeting.

Donna shared that the Altac Carolina Seminar will be bringing to campus a national expert, Dr. Brenda Bethman, to talk about the changing scholarly labor force. She will be giving a public lecture and facilitating a professional development workshop for graduate and professional students. More details will be forthcoming later in the semester.

Anne mentioned the recent presentation at the Employee Forum from one of the ULEAD teams on faculty-staff relationships. Their goal was to encourage a more unified connection between faculty and staff to respond to external constituencies; their recommendations include establishing a Faculty/Staff Joint Committee. The group will also be presenting to the staff assembly. Kirk encouraged us to invite them to present to our committee. Here is a website about their work:

<http://facultystaffpartnership.web.unc.edu/>

Clare discussed the family-friendly proposal and peer comparison chart that was shared with the committee earlier. This is a working proposal; she is seeking feedback from multiple groups, including AAFP, the Employee Forum, students, graduate students, and others. The broad focus is not only on child care but also includes elder care. The proposals include changing the uneven and inconsistent way we implement policies as well as actually changing policies. The initial focus is on “low-hanging” proposals – things that require minimal money or effort to improve. She will be presenting the proposal to the Faculty Executive Committee at the end of January and Bruce is inviting the Chancellor and the Chancellor’s Advisory Committee to that meeting. Clare and the chair of the Chancellor’s Child Care Advisory Committee (CCAC) will be meeting with Gordon Merklein, who is in charge of real estate development for the university, to talk about space for day care. Christi Hurt is trying to talk with Felicia Washington about the proposal and Clare plans to talk with Ashley about it.

Commented [cs1]: Is this the Chancellor’s Child Care Advisory Committee, or a different committee altogether?

Kelly asked for clarification about what was intended in the mention of “family space.” This came from graduate students. It would not be a day care but might include an eating area, play space, proximity to a lactation room and/or space for programs – basically a place for people on campus to go with their kids. One way it might be used is that on a snow day when school is cancelled, a Carolina parent could drop off their kids and a caregiver while the parent teaches a class or attends a meeting. Tim suggested Clare meet with Terri Phoenix as well as Deb Stroman. Richard suggested we think about places where there are densities of parents with children; this is difficult because the patterns shift as children age and new children are born. Clare noted that the hospital has a huge population and is underserved. There are also not enough lactation rooms in the Schools of Medicine and Nursing. Digital keypads on lactation rooms would allow tracking and documentation of usage; the idea is that each user would get a unique access code that could be used at lactation rooms across campus. Clare has updated the [Parenting@UNC](#) website, including updating the guidelines for setting up lactation rooms. Although there is a university policy that when new buildings are built or buildings are renovated, lactation rooms are to be included, this is not consistently happening. Kelly noted that although having the option to stop the tenure clock is very helpful, it is also important for faculty to be allowed to go up for promotion and/or tenure on time if they find that they are able to after all. Clare noted that the CCAC is talking about how to re-start the UNC employee summer camp for kids. The timeline that is envisioned for acting on the items in the proposal is 3-7 years; Clare plans to circulate a revised proposal soon. Tim asked about disseminating the proposal to other FWCs across the system; Clare has no objections.

Tim briefly discussed finding more ways for the university to continue to discuss issues and share information, and several potential models were mentioned.

Anne provided these links after the meeting:

Here are the communications platforms we discussed in this afternoon's meeting:

- CUNY Academic Commons: <http://commons.gc.cuny.edu/>
- MLA Commons (<http://commons.mla.org/>) is based on the platform (?)/ model of the CUNY Academic Commons.
- AHA Communities, an online hub for historians: <http://communities.historians.org/historians/Home> Similar idea.
- And then, there is the Carolina Digital Repository, which is more about storing research materials: <https://cdr.lib.unc.edu/>

Minutes prepared by Donna M. Bickford