

MINUTES

Faculty Welfare Committee Friday April 17, 2015, 200 B Carr Hall 11:00 AM to 12:30 PM

Committee members in attendance: Donna Bickford, Clare Counihan, Kelly Giovanello, Timothy Ives (Chair), Maggie O'Shaughnessey, Richard Weinberg

1. Approval of the minutes from the March 2015 minutes was postponed

2. Updates from Committee members

Clare reported that the Committee on the Status of Women has taken up several topics discussed by this committee, most notably the feasibility of part-time tenure positions, revision of the lactation tool kit to reflect the Affordable Care Act updates, and the proposed child care/family care facility.

Clare also reported on a recommendation from the Diversity Forum to make data more available to faculty. Other committees are apparently also frustrated by the inability to access data that could be helpful to their missions.

Kelly reported that she will be stepping down from the committee. She is already on two elected committees: Faculty Council and the Faculty Grievance Committee

Tim announced that Rhonda Gibson has been put up for another term.

3. Review of visit by Brenda Bethman, PhD., in Altacs in Academe Carolina Seminar, April 9 & 10, 2015

Donna reported that there was good attendance at the public lecture with a real variety of departments and status (faculty of all ranks, graduate students, attendees from Duke) represented. The seminar included conversations with Directors of Graduate Studies from several departments and other faculty. There was also a Graduate Student Professional Development Workshop with a focus on tailoring resumes for particular jobs. The seminar made clear that further conversations are needed between people who fear loss of tenure and Alternate Academics, two groups who currently view themselves in opposition to each other. There was productive conversations about whether the purpose of the PhD is intellectual rigor or training for the job world.

4. Update from Faculty Assembly, April 17, 2015

Tim reported on a conversation he had with Steve Leonard prior to this meeting. The topic was the linkages we have been trying to develop between committees on this campus and across campuses in the state. For example, Faculty Welfare is actually a state-wide issue as are Faculty Benefits. Like this campus, UNC-Charlotte is sees child care as an important issue for faculty. The question to explore is how we can all be more efficient, especially since many campuses are facing pressure to “right size” (i.e. eliminate) committees. We need a way to understand what the important issues are on all the campuses.

5. Update on Carolina Commons collaboration with Faculty Information Technology Advisory Committee

Kelly reported that this proposal was not received well at Faculty Council, though the fact that the presentation of the idea was limited to 2.5 minutes may have been a factor in the negative reception. The reaction was “Another website we have to check?!!” Because there are currently major frustrations with PeopleSoft and Infoport, the timing of the proposal was not optimal. It will take a better explanation and more campus buy-in to effect the collaboration.

6. Advanced Planning for next year’s agenda

Committee members came up with a list of faculty welfare concerns that may be taken up next year

- a. Night and weekend parking/campus transportation
- b. Adjunct salary and benefits
- c. Data availability and transparency
- d. Fixed-term Faculty issues
- e. Alternate Academic issues
- f. Child care issues (day care, lactation rooms, access to family leave, tenure clock issues)
- g. Safety
- h. Alcohol abuse and campus recovery programs
- i. Communications (Faculty handbook, Carolina Commons)
- j. Faculty diversity
- k. Faculty development (sabbaticals, teaching load)
- l. Academic/student athlete issues

Respectfully submitted,

Maggie O’Shaughnessey