

**Faculty Welfare Committee Minutes**  
**Monday, November 16, 2015, 200B Carr Hall**  
**1:00 PM to 2:30 PM**

Present: Donna Bickford, Larry Chavis, Clare Counihan, Tim Ives, Charlene Register, Christine Stachowicz, Anne Whisnant

Absent: Rhonda Gibson, Ashley Nicklis

1. Announcements:
  - a. Alt-ac session on administrative bloat later today
  - b. Reminder to double check health plan enrollment selections
2. Minutes approved with the deletion of an extra “how many.”
3. Update on new committee members: Tim Ives shared that he had not been able to contact potential new members. He promised to contact them over the next month so that they can assume their seats on the committee by the January meeting.
4. Updates from committee liaisons:
  - a. Community and Diversity: Discussed presentation for next Faculty Council meeting.
  - b. Fixed Term: Discussed grants available to non-tenure track faculty, met with Faculty Forward, an organization advocating on behalf of contingent faculty. FF made suggestions for revisions to the Best Practices developed for fixed-term faculty employment, and it is seeking ways to enter formally into faculty governance structures.
  - c. COSOW: Considered next steps.
5. Meeting with other faculty committees’ chairs (Community & Diversity, COSOW, Fixed Term Faculty): Conversation revealed that all the committees share a central, underlying question: What is a faculty member? The lack of clarity and consistency in answering this question bogs down committee work. The committee concluded that it should conduct research to answer this question and share it with other committees. (See below for Action Steps.)
6. Discussion of Carolina Metrics project and exit interviews: The committee discussed the Provost’s presentation of the new Carolina Metrics website and Ron Strauss’s response to questions about exit interviews at previous Faculty Council meetings. The committee came to two separate conclusions. First, the emphasis on initiatives based on university data and the challenges accessing appropriate data indicates the need for a staff position in the Office of Institutional Research (OIRA) dedicated (at least .5FTE) to gathering and analyzing university data on the behalf of faculty committees (See Action Steps below). Second, the committee would like to advocate for more robust data-gathering when individuals leave the institution (See Action Steps below).
7. Update on campus child care and lactation efforts: Counihan indicated that the Provost’s funds for lactation were funding the creation of 3 new lactation spaces and were subsidizing the costs of an additional 3 spaces. Lactation spaces were being developed in response to geographical need; unfortunately, the funds cannot be used for lactation spaces in the hospital because it is a distinct administrative and financial unit from campus. The chair inquired about ways the committee could support the creation of new lactation spaces, and Counihan responded that, in addition to all the committee’s help bringing the lactation proposal

forward, members could continue to advocate within their respective units as well as share information about areas of need.

**8. Action Steps:**

- a. Define “What is a faculty member?”: The committee, the help of a graduate student intern from the Masters of Public Administration program, will do the following analysis in the Spring:
    - i. Solicit an MPA intern (Counihan)
    - ii. Identify definitions of appointments across the university
    - iii. Link those definitions to their source/authorizing documents
    - iv. Cross reference all definitions to highlight differences and similarities
  - b. Request dedicated time from an OIRA staff analyst: The committee will draft a letter to Lynn Williford , Director of OIRA, and the Provost requesting that an OIRA staff person be assigned to the Office of Faculty Governance’s to support committee needs for research about the university.
    - i. Ives will draft a letter for review and feedback by committee.
    - ii. Ives will circulate the letter to the chairs of other faculty committees.
    - iii. Submit to OIRA and Provost by end of December.
  - c. Request increased data gathering by HR about faculty choosing to leave the university in the following ways:
    - i. Determine contact person (Counihan: the current head of Employee/ Management relations is leaving for a new job at the end of November. In contacting HR, I also learned that, in response to a recommendation from the Provost’s [Working Group on Ethics and Integrity](#), will be revamping the exit process in January to gather more data.)
    - ii. Desired data: The committee would like to request any data HR can share, including but not limited to 1) how many leaving the university complete the exit survey and/or interview process? 2) what do their responses reveal about their reasons for leaving? 3) what impact does the department have on individuals’ decisions to leave? 4) what impact does the university have on individuals’ decisions to leave?
9. Larry Chavis will take minutes at the January meeting.

Respectfully submitted,  
Clare Counihan