

Faculty Welfare Committee Minutes
Monday, February 8, 2016, 200B Carr Hall
1:00 PM to 2:30 PM

**Present: Anne Whisnant , Charlene Register, Christine Stachowicz, Claire Counihan, Kathy Ramsey
Larry Chavis, Rhonda Gibson, Tim Ives ,Todd Ochoa**

1. Minutes from November 16, 2015 meeting approved
2. Presentation on Eternal Carolina by Desirée Rieckenberg Senior Associate Dean of Student and Director, Office of the Dean of Students

Desiree discussed notification of student deaths. There is a wide variability in memorial services for students. A committee of students was formed to explore the creation a consistent framework for remember those students that have passed away during a given school year. Now students want to include faculty and staff in this discussion so that deceased faculty and staff could be included in this process. Thought it would be straight forward to find next of kin for faculty or staff (to send condolences), but there are legal and HR hurdles.

Eternal Carolina. Remembrance program. Currently a sketch of a proposal. To have a plan that include faculty council and employee forum.

Anne (speaking on part of faculty governance)– there had been a reading of the passing of current and retired faculty at final faculty council meeting. But this was too unwieldy. Still keeps track getting info from schools and news and observer obituaries. Names only are read at faculty council meetings.

Focus of Eternal Carolina is on current students, faculty and staff. Possibly some options for schools and colleagues to participate. Key is to get faculty input at this point.

Next steps: discuss and bring back to Desiree through Chair of the Faculty.

3. Assignments/Updates from Liaisons Committee members – All

--Fixed term faculty committee: Just keeping their progress moving forward. Interesting in getting new guidelines out by Fall of 2016. Especially with regards to contract length, best practices and title in the college.

--Community and Diversity: Main focus on diversity sessions at faculty council. Will be a resolution regarding support for LGBTQ academic programs at Feb 19 faculty council meeting.

--Committee on Status of Women: discussion of exit interviews

--Faculty Assembly: Upcoming topic on faculty work. Upcoming changes to state employee health plan.

4. Names for FWC candidates for Nominations Committee for Faculty Governance

--Todd's position will re-nominated

--Someone can be invited as a liaison. Especially from the ALTAC community to give broad diversity of voices.

5. Response to request to UNC Remedy Request System for adjunct faculty data (attached) – Anne

Preliminary report back from help ticket. Data on school, department, gender rate, date of first hire, etc. Questions about why some people were on the list and others were not. Will continue to study the data and think about how to request the data that will most represent the employees we are looking for. This is still an active ticket so we can continue to refine the request.

6. Letter requesting support for a 0.5 FTE in the Office of Institutional Research and Assessment - to assist OIRA with the data requests from Faculty Governance committees (attached)

Other relevant faculty committees support the hiring of someone to serve in this position. Committee agreed to move forward with this issue after collectively reviewing letter revised by Claire. Will run letter one final time by the chairs of the other committees. Letter will be given to the Chair of the Faculty with a date of March 1st to review.

7. Annual report from the Faculty Welfare Committee to the Faculty Council - Tim

Tim will work on the report and circulate. Everyone should review old minutes for items to include in the report.

8. Faculty definitions, appointments, and workloads benchmarking (attached) – Clare, Anne, Tim

Claire and Anne met with graduate students. They will do a unit by unit review of faculty appointments (expectations of teaching, service, research). They will create a presentation that will allow us to compare faculty across units. Anne and Claire will meet with them on Feb. 19 for an update. Preliminary findings presented on March 7th. Final report presented at the end of the semester. MOU is up on the Sakai site and lays out the plan for the research.

9. Proposed changes to State Health Plan coverage - Tim

Tim -- Coverage, deductibles and contributions are changing. This will impact faculty and staff welfare. Committee will continue to follow the changes as the details are still unclear. Possible coordination with other campuses through faculty assembly.

10. Update on request for exit interviews to be performed for all faculty – All

Discussed that other related committees are advocating for this also. Key is to have consistency across units.

11. AOB

Minutes approved from last meeting.