

COMMITTEE: Faculty Welfare Committee

MEETING DATE: September 12, 2013 @ 3:30 pm

PERSON PRESIDING: Mark Sprague, followed by newly elected co-chairs Linda Crane-Mitchell and Brenda Killingsworth

REGULAR MEMBERS IN ATTENDANCE:

Linda Crane-Mitchell
Eric Horsman
Brenda Killingsworth
Amanda Klein
Melissa Nasea
Susan Pearce
Rachel Roper

EX-OFFICIO MEMBERS IN ATTENDANCE:

LaKesha Alston
John Given
Karen Mulcahey
Susan Simpson
Mark Sprague
Lisa Sutton

OTHERS IN ATTENDANCE:

None

ACTIONS OF MEETING

Agenda Item:

Election of committee officers

Action Taken:

Election of Linda Crane-Mitchell and Brenda Killingsworth as co-chairs.
Election of Eric Horsman and Amanda Klein as co-secretaries.

Agenda Item:

Drug abuse policy

Discussion:

Rachel Roper presented a review of the status of the drug abuse policy. In its current form, the policy seems vague on some important issues. For example, it is unclear who decides on the due process through which a possible violation is reviewed. Additionally, it is unclear whether drug use off campus would violate the policy. We need to consult with an attorney to clarify these issues.

Action Taken:

Chairs will contact the University attorney's office for clarification or invitation to attend FWC meeting

Agenda Item:

Intermittent leave policy

Discussion:

A draft policy now under consideration would add provisions for inclusion of intermittent leave in the Faculty Serious Illness and Parental Leave policy. Lisa Sutton explains that one issue in particular that needs to be worked through is whether a blanket policy can be established to cover both 9-month and 12-month faculty. The draft policy is being reviewed by the University attorney.

Action Taken:

We will wait to hear from the University attorney. Roper to contact university attorney and copy new chairs

Agenda Item:

Mentoring program

Discussion:

Last year the committee discussed working to establish a formal, University-wide faculty mentoring program. One concern raised centered on the issue making the program mandatory. Several new suggestions provide possible paths to establish a flexible, non-compulsory program. For example, we could create a list of willing mentors for interested new faculty to contact. Additionally, it might be helpful to have multiple different program models available to serve the range of different mentoring needs. Along these lines, we could consider creation of focused mentoring groups for people likely to have similar needs, like non-American citizens, women, minorities, etc. Perhaps most importantly, it would be very helpful to clarify the process for all involved, as currently no real centralized information source exists.

Action Taken:

We will continue discussing this matter in the future.

Agenda Item:

University child care facility

Discussion:

Linda Crane-Mitchell worked last year with Christine Avenarius and John Dixon to collect up-to-date information about University child care needs, models of successful facilities at other universities, etc. They presented a report to the Committee in April 2013 and will present an updated report soon after completing revisions based on comments received. One ongoing task is the administration of an online survey of childcare needs. The survey is ready to go and Linda Crane-Mitchell will work with the Survey Committee to schedule the actual administration.

Action Taken:

Addition of Melissa Nasea to the childcare center subcommittee.
We will move forward with survey administration.

Agenda Item:

Gender distribution of University faculty

Discussion:

We received permission to review confidential data on the gender, rank, salary, etc. of University faculty. We can compare these data with the nationwide Oklahoma study. One thing we may want to consider in the future is approaching SACS about incorporation of data like this into the accreditation process. LaKeshia Altson will report to the Faculty Senate on faculty diversity annually now – this year in spring

Action Taken:

Hui Buan (Office of Faculty Excellence) and Brenda Killingsworth will help with data analysis.

Agenda Item:

Contingent appointments

Discussion:

A significant portion of University faculty have contingent appointments, but these faculty are not well represented in University governance. This Committee can make recommendations to the Faculty Governance Committee. One way to improve representation of fixed-term faculty would be to add official representation in the Faculty Senate. Another way would be to allow fixed-term faculty to serve as regular members on University committee. Currently, they can serve on committees only as ex officio members or if appointed by the Chair of the Faculty.

Action Taken:

We will establish more clearly in what roles fixed-term faculty are currently allowed to serve so that we can move forward with discussion of how to increase their representation in governance.

Agenda Item:

Safety emails

Discussion:

We have sent out several safety emails over the past two years. The University police may also be sending out additional safety emails without consulting the Committee. We generally agree these emails are a good idea. One idea for a future email is the University policy on bearing or storing firearms on campus given the changes imposed by the state legislature. The General Administration is currently working on how to enact the new policy within the UNC system.

Action Taken:

Susan Pearce will talk to Tom Pohlman of Environmental Health and Safety and discuss how to proceed.

Agenda Item:

Appointment of representative on the University Administrative EPA Personnel Policy Committee

Action Taken:

Brenda Killingsworth will serve as this Committee's representative on the Personnel Policy Committee.

NEXT MEETING: October 10, 2013 @ 3:30pm

ITEMS TO BE DISCUSSED: Drug abuse policy, intermittent leave policy, faculty mentoring, campus childcare facility, gender distribution of faculty, representation of faculty with contingent appointments, safety emails