

COMMITTEE: Faculty Welfare

MEETING DATE: 10-11-18

PERSON PRESIDING: Jeff Popke, Chair of Faculty Senate; Lee Johnson, Chair of committee

REGULAR MEMBERS IN ATTENDANCE: Ralph Scott, Lee Johnson, Robert (Bob) Kulesher

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Beth Bee, Taylor Hilliard

OTHERS IN ATTENDANCE: Rhonda Anderson, Lori Lee

ACTIONS OF MEETING

Agenda Item:

A possible solution for achieving Fall meeting quorums by switching the 2019 regular member seat of Professor Sharon Cherry (who is unable to attend meetings this Fall due to an ongoing teaching conflict) with Professor Beth Bee, current 2019 Chair of the Faculty representative. All parliamentary privileges remain the same including the ability to vote on issues and make motions.

Discussion:

Professor Jeff Popke, Chair of the Faculty is charged with filling committee seats and/or appointing members. Professor Bee, available to attend all meetings, was willing to serve in the regular member seat in order to assist in achieving quorum. It was noted that this would aid Professor Cherry in meeting her teaching responsibilities and still remain a valid member of the committee.

Action Taken:

Following discussion and willingness by the committee to accept this solution, Professor Popke switched Professor Bee to the 2019 regular member seat and Professor Cherry to the 2019 ex-officio member seat.

Assigned additional duties to:

Lori Lee in the Faculty Senate office agreed to contact Professor Cherry about this switch.

Agenda Item:

Nomination and approval of officers

Action Taken:

The following members were nominated and approved by the committee for each position:

Chair: Lee Johnson

Vice Chair: Ralph Scott

Secretary: Beth Bee

Agenda Item:

Provide formal faculty advice on Revised Faculty Serious Illness and Parental Leave PRR

Discussion:

- Kitty, Wendy and Rhonda provided background for a few of the changes including: Updating and consistency between serious illness and parental leave policies; Made ADA access clear and visible; Remove identification of “primary” and “secondary” caregiver language
- Question: Is the difference in leave between 12 mo and 9 mo faculty equitable as 12 mo faculty can take 60 days leave + sick/vacation and 9mo can take 12 weeks.
 - Yes, 9 mo faculty can't take sick or vacation leave and the policy goes above and beyond UNC-system policy for 9mo faculty.

- Question regarding section 2 and eligibility of fixed term faculty on contract.
 - Temporary faculty (1 semester contract) are not eligible, but permanent faculty on a yearly-contract are eligible, this has not changed from the previous policy.
- Lee read emails provided by three members who were unable to attend. Two supported the policy as written
- Question regarding section 3.2.3: Should we include an option for two faculty caregivers to take leave consecutively rather than concurrently in the case of birth, adoption, or foster care?
 - Difficulties for departments to find coverage if the absence covers more than one semester?
 - Suggestion to limit leave within 24 weeks from the qualifying event for second caregiver
 - 9 mo vs 12 mo?
 - How to distinguish between first and second or A and B caregiver without indicating hierarchy?
 - How to make sure that both individuals “track” in the HR system if the leave is consecutive?
 - Not sure what likelihood is to get on BOT agenda
 - Wording is key

Action Taken:

- Committee agreed to modify the language to allow for consecutive leave when it is the case that there are two faculty caregivers

Assigned additional duties to:

- Kitty & other HR committee members will work on modifying language regarding consecutive leave, address minor typos in the document, and provide an updated draft at the Nov 8th meeting.
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Agenda Item:

Appointing regular voting faculty members to serve as members of the following committees:

- OFE advisory council
- Administrative Rec & Wellness Advisory Council
- EHRA Personnel Policies

Action Taken:

Bob and Ralph were appointed as members of the following committees:

- Bob: OFE advisory council
- Ralph: Administrative Rec & Wellness Advisory Council

EHRA Personnel Policies appointment was postponed until the Nov 8th meeting

NEXT MEETING: 11-8-18@3:30pm, Rawl Annex 142

ITEMS TO BE DISCUSSED: Revised Faculty Serious Illness and Parental Leave PRR; Appoint faculty to EHRA Personnel Policies Committee