

COMMITTEE: Faculty Welfare

MEETING DATE: 10-10-19

PERSON PRESIDING: Marlena Rose

REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Marc Peterson, Beth Bee, Ralph Scott, Cui Meadows

EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Brian Muzyka, Morgan Estes, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker, Rebecca Harris, Ying Zhou, Beverly King, Hanyan Wang

ACTIONS OF MEETING

Agenda Item:

Approval of Minutes from September 2019 meeting

Discussion:

None

Action Taken:

Minutes from September 2019 meeting approved

Agenda Item:

Faculty Salary Compression Study Report Draft—invited for input: Ying Zhou, Beverly King, Hanyan Wang

Discussion:

- Dr. Ying Zhou talked about the Faculty Salary Compression study draft. Highlights: studied 1,399 permanent full-time faculty. The intention of the study: internal analysis. Final report will be on the faculty senate website later.
- Dr. Ying Zhou shared an online form where faculty can provide comments or ask questions about the study. The FWC will review all feedback, taking appropriate action when possible and forwarding questions and issues. IPAR will provide the survey results to the FWC.
- Dr. Ying Zhou talked about the advisory group, definitions of faculty and salary, types of compensations included in the study, context related to the study, dependent variables, independent variables/salary indicators, model evaluation and selection, regression models, salary benchmark analysis, definition of national median salary, etc.
- In the next two weeks FWC will provide input on the draft. Dr. Ying Zhou's report to faculty senate timeline: by the end of the semester.
- Will fixed-term faculty be included in the current or future studies? IPAR's response: statistically difficult.

Action Taken:

- None
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Agenda Item:

Student Grievance PRR

Discussion:

- Section 4.2.2: to be clear about misconduct of faculty members. Add clarifying language. Comments were made by university legal team, and we need to ask them to clarify that.

Action Taken:

- Need to ask the university legal team to add clarifying language about faculty in Section 4.2.2.
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Agenda Item:

New Business: UNC System Presidential Search

Discussion:

Reach out to Chairs of the Faculty and seek feedback. They can send the feedback through the survey link: <https://www.northcarolina.edu/PresidentialSearch>

Action Taken:

- None
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Agenda Item:

New Business: invitation to the next AAUP meeting

Discussion:

- Rebecca Harris extend the invitation to the FWC chair to the next AAUP meeting, which will talk about fixed-term issues, etc. The chair is invited to the AAUP meeting on Wednesday Nov. 6 @ 4:00 p.m. The FWC will work to invite Jay Newhard of AAUP to come to the Dec. meeting to talk about issues.

Action Taken:

- Marlena Rose will get back to AAUP about the meeting.
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NEXT MEETING: 11-14-19@3:30pm, Rawl Annex 143