

COMMITTEE: Faculty Welfare

MEETING DATE: 11-11-21

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Casey Fleming, Rebecca Harris, Jan Mayo, Cui Meadows, Roger Russell, Michael Garrison, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Tory Rose Harris, Steve Wolf

OTHERS IN ATTENDANCE: Marlena Rose, Jeff Popke, Marilyn Whitley, Rachel Baker

ACTIONS OF MEETING

Agenda Item:

Approval of the minutes

Action Taken:

Approved

Agenda Item:

Guidance re: Tenure, Promotion, And Title Advancement Raises – Jeff Popke and Marlena Rose

Discussion:

Jeff provided an overview of research conducted by budget committee. Current raises are \$6k and \$9k for promotion raises. Faculty concerned that it wasn't standardized and varied by school and college. Recommended raises for Title Advancement for fixed term. Although amounts vary widely. Most Deans indicated support for centralized policy

Marlena spoke about what research the current budget committee is doing. Marlena is investigating peer institutions and their process. Puri is gathering data on UNC peer institutions and Steve Wolf (welfare committee member) and budget committee looking into creating a Standard Operating Procedure (SOP) and possible study about amounts.

Discussion regarding the clear links between raises, multi-year contracts, and titles, possible updates to Faculty Manual Part VIII regarding these issues.

Action Taken:

- Steve Wolf will continue to work with Budget Committee to draft the SOP

Agenda Item:

Patient Advocates – Steve Wolf & Marilyn Whitley, CEO of Whitley Patient Advocates

Discussion:

3 types of Patient Advocates: Private/Corporate (work for insurance groups), Legislative, and Independent. Employee benefits often include Patient Advocates who work for the insurance company, which doesn't put the patient first. Independent advocates, like Marilyn, work solely for the patient and family. When a patient is in a critical stage, coordinating benefits and care can be overwhelming. They work with health crisis prevention, planning, medical billing, medical navigation, among other things

Action Taken:

- Steve will work with Marilyn to provide written information about services and significance of independent advocates as part of employee benefits.

Agenda Item:

Update on rejection of Resolutions #21-42 and #21-43 by Chancellor — Kitty Wetherington

Discussion:

- Overall concerns: Feasibility of implementation takes a considerable amount of time
- ITCS/Library concerns: The number of email accounts based on software contracts
- HR concerns: how will we define resignation vs retirement and other categories
- Parking/1Card concerns about space availability
- Overall concerns about how it would be done and when it would be done, but not necessarily that it couldn't be done.

Action Taken:

None.

Agenda Item:

Flexible Work Arrangement and Remote Work Agreement — formal advice presented to Faculty Senate 11/2/2021

Discussion:

- None

Action Taken:

None

Agenda Item:

Casey Fleming — Campus Recreation and Wellness Advisory Council

Discussion:

- Nothing urgent to report, but he will keep us apprised.

Action Taken:

None

Agenda Item:

Rebecca Harris — University Administrative EHRA Personnel Policies Committee

Discussion:

- A meeting is forthcoming

Action Taken:

None

Agenda Item:

Steve Wolf — University Budget Committee

Discussion:

- Need another volunteer from the welfare committee.
- Steve provided information in the Team chat.

Action Taken:

- Roger Russell volunteered to serve
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NEXT MEETING: Jan 13, 2022 @3:30pm via Teams

ITEMS TO BE DISCUSSED:

- Ongoing Business:
 - Continue to explore issues related to fixed-term faculty (i.e., explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35); consider proposing a living wage for fixed-term faculty; re-writing parts of the Faculty Manual as applicable to fixed-term faculty).
 - Explore and address issues regarding attention to and support for faculty diversity retention.
 - Faculty well-being.
 - Explore faculty expectation for research-intensive university.
 - Resolution on amplified sound on campus.