

COMMITTEE: Faculty Welfare Committee

MEETING DATE: January 21, 2021

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Gail Ratcliff, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Marlena Rose, Wendy Sergeant, David Thompson, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING

Agenda Item: Approval of November 2020 Minutes

Discussion: There were no correction to the minutes.

Action Taken: Minutes approved by consensus.

Assigned additional duties to: Rachel Baker will place the approved minutes on the Faculty Welfare Committee website.

Agenda Item: Follow up on AAUP Resolution on Medical Privacy Regarding ADA Accommodations

Discussion: Kitty met with 3 attorneys from the Office of University Counsel (OUC) and Rhonda Anderson, interim ADA coordinator to discuss concerns about language in the Accommodations and Verification Request forms. A meeting previously scheduled with the OUC, ADA interim coordinator, and AAUP to discuss concerns about the language was cancelled.

Action Taken: The FWC recommends that the meeting with OUC, the ADA coordinator and AAUP be rescheduled. Gail and Rebecca will attend the rescheduled meeting to represent the FWC. The AAUP Executive Committee meeting tomorrow and Kitty will attend the meeting and bring up the subject of the language. Kitty will continue to communicate with OUC and the interim ADA coordinator.

Assigned additional duties to: Gail, Rebecca, and Kitty.

Agenda Item: Follow up on Proposed Edits to Faculty Manual Part XI General Faculty Employment Guidelines and Benefits

Discussion: There are extensive edits that would be best addressed in a meeting with the sole focus of resolving those edits. The next FWC meeting will be dedicated to reviewing the edits with deferral of non-urgent business to future meetings.

Action Taken: The single agenda item for the February 2021 FWC meeting will be discussion of the edits.

Assigned additional duties to: All committee members.

Agenda Item: Follow Up on Reaction to IPAR On Salary Studies and Draft Resolution

Discussion: Beth discussed the edits to the salary studies draft resolution. In summary, she took the original version and the first revision and expanded the current revision with more detail regarding justification.

Beth reached out to Wendy Sergeant, Lisa Hudson, and Rachel Baker for clarification about the context for the recommended changes.

The most substantive recommended change is defining “low-end outliers”. There was discussion about redefining “low end outliers” as .5 SD as opposed to .75 SD as stated in the salary study report. There was also concern expressed about the absence of a discussion of means used to calculate SD in the salary study report. Beth Bee stated that IPAR told her that the mean will vary among faculty groups.

Other edits/comments can be found in the revised draft resolution on SharePoint.

Action Taken: There was a motion and a second to approve the revised resolution and the revised resolution was approved by unanimous vote.

Other Business:

Agenda Item: Representative to Senate Committee Chairs Meetings

Discussion: Once a month the Faculty Senate Committee chairs meet. Gail has a teaching conflict with the meeting dates on Tuesdays at 4 PM – 5 PM.

Action Taken: Pamela Reis agreed to attend the meetings to represent the FWC.

Assigned additional duties to: Pamela Reis

Agenda Item: Brief Report of the Faculty Senate Fixed-Term Faculty Subcommittee Meeting

Discussion: Gail Ratcliff attended the subcommittee meeting this morning. The current focus of the subcommittee is to explore the possibility of offering multiyear contracts to fixed-term faculty. Puri Martinez, Chair of the Faculty is leading this charge and has explored the policies of other institutions to support the need for multiyear contracts. Lisa Hudson discussed revised language in fixed-term faculty contracts that will be congruent with the UNC Code, such as situations that can result in non-renewal of contracts.

Action Taken: None required.

Assigned additional duties to: N/A

Agenda Item: Priority Setting for Future FWC Meetings

Discussion: Future meeting items were discussed re: priority for discussion. Priority issues related to fixed-term faculty that require input from the FWC will be coordinated with other committees as appropriate for the issue and the committees’ charges.

Action Taken: None

Assigned additional duties to: N/A

Agenda Item: Call for Volunteers for Course-Rate Pay for Summers

Discussion: The Interim Provost asked the Faculty Senate to provide recommendations concerning the potential use of course-rate pay for summers instead of pay calculated on a full-time faculty's 9-month base salary. Recommendations are to be provided before 2/28/2021. Puri Martinez, Chair of the Faculty is requesting volunteers from the FWC and University Budget Committee for a taskforce to explore this issue. Gail asked for FWC volunteers and no committee members volunteered.

Action Taken: Gail will continue to ask for volunteers.

Assigned additional duties to: Gail

NEXT MEETING: February 11, 2021

FUTURE ITEMS TO BE DISCUSSED:

1. Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35).
2. Consider proposing a living wage for fixed-term faculty.
3. Explore and address issues regarding attention to and support for faculty diversity retention.
4. Explore faculty expectation for research-intensive university.
5. Report on creation of committee to explore issues affecting fixed-term faculty.
6. Other business TBD.