

COMMITTEE: Faculty Welfare Committee

MEETING DATE: April 8, 2021

PERSON PRESIDING: Gail Ratcliff

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

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

GUESTS: Lee Johnson (Philosophy and Religious Studies)

OTHERS IN ATTENDANCE: None

ACTIONS OF MEETING

Agenda Item: Approval of March 2021 Minutes

Discussion: Gail noted a correction. No further discussion.

Action Taken: Minutes with correction were approved by consensus.

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

Agenda Item: Faculty Manual Part XI edits – Benefits for Retired/Separated Faculty

Discussion: A faculty member discussed a situation that arose when she and her husband elected to separate from the university in lieu of retirement. They discovered that they were not entitled to the same privileges as retired faculty as stated in the Faculty Manual Part XI Section IV. The privileges offered to retired faculty as stated in the Faculty Manual are not based on UNC System rules or regulations. The issue was brought before the Retired Faculty Association who voted in favor of allowing separated faculty to retain the same privileges as retired faculty. Edits to the Faculty Manual Part XI- General Faculty Employment Guidelines and Benefits section on retirement were discussed that include removing “retired” faculty and instead referring to retired faculty and faculty electing separation in lieu of retirement as “eligible” faculty. The edits were unanimously approved by the FWC.

Action Taken: Edits will be presented at the next Faculty Senate meeting for discussion and vote.

Assigned additional duties to: Gail and Rachel will forward the edits to the Faculty Senate Office.

Agenda Item: Resolution on Faculty Salaries - Update

Discussion: There was discussion about the status of the draft resolution. Beth discussed email communications between her and Rachel Baker that revealed that the draft copy received by Interim Chancellor Mitchelson contained tracked changes and was not the final draft approved by the FWC.

Action Taken: Gail will review the draft sent to the Interim Chancellor, address the edits, and follow up with Faculty Senate Chair Martínez.

Assigned additional duties to: Gail

Agenda Item: Resolution on ADA Accommodations - Update

Discussion: Kitty reported that the Office of University Council is working with Interim ADA Coordinator Rhonda Anderson in updating the website and ADA accommodations forms. Rebecca noted that the AAUP Executive Committee can continue to work on the requested changes in the accommodations forms over the summer and send the revisions to the FWC when completed. Kitty will monitor this process and report back to FWC in the fall.

Action Taken: Rebecca will work with AAUP over the summer and Kitty will monitor the process and report to FWC in the fall.

Assigned additional duties to: Rebecca and Kitty

Agenda Item: Discussion of Annual Report

Discussion: Sections of annual report were discussed and the priority list for the 2021-2022 academic year was reviewed.

Action Taken: None

Assigned additional duties to: Gail and Pamela will collaborate on the report and distribute to committee members for feedback and approval. The report is due May 15, 2021.

Other Business:

Item: Regulation on Flexible Work Arrangements – Update

Discussion: Kitty reported that feedback gathered about the draft regulation was approved by the Chancellor to be forward to the UNC System office.

Action Taken: N/A

Assigned additional duties to: N/A

NEXT MEETING: Fall 2021 – date and time TBD

FUTURE ITEMS TO BE DISCUSSED:

1. FWC representative to the CRW Center Advisory Council (to be appointed Fall 2021).
2. Faculty well-being.
3. Priorities for 2021-2022 academic year.
4. Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35).
5. Consider proposing a living wage for fixed-term faculty.
6. Explore and address issues regarding attention to and support for faculty diversity retention.
7. Explore faculty expectation for research-intensive university.

8. Report on creation of committee to explore issues affecting fixed-term faculty. Accomplished?
9. Other business TBD.
10. Resolution on amplified sound on campus.