COMMITTEE: Faculty Welfare

MEETING DATE: October 13, 2022

PERSON PRESIDING: Rebecca Harris

REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Michael Garrison, Rebecca Harris, Casey Fleming, Steve Wolf, Pamela Reis

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Jay Newhard, Hong-Bing Su

OTHERS IN ATTENDANCE: Anne Ticknor, Rachel Baker

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ACTIONS OF MEETING

Agenda Item: Announcements
• Thanks to Rachel for writing up September 2022 meeting minutes
• Confirmed that Steve Wolf will chair this committee in AY 22-23

Discussion: None

Action Taken: None

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Agenda Item: Discussion of FWC Priorities for 22-23 (w/ Anne Ticknor, Chair of the Faculty)

Discussion:
• Anne Ticknor’s initial comments regarding AY 22-23 business items (See September 2022 minutes for list of items)
  o Item 1: Investigate and build transparency in faculty vacancy metrics utilized by ECU
    ▪ Longer term, but maybe highest FWC priority
    ▪ Questions to ask/investigate: “How does that line come back? Does it come back? How are those decisions made?"
  o Item 2: Explore possibility of renaming the category of faculty with fixed-term contracts as “professional faculty”
    ▪ Faculty Governance has looked at this, work is progressing now
    ▪ University Budget may also be looking at this
    ▪ May not take as much time to work on this – but could affect morale and get people thinking about their roles here
  o Item 3: Explore means to collaborate with other committees (such as FS DEI Committee) to address issues of faculty diversity and retention of BIPOC faculty
    ▪ This could happen today
    ▪ You/we may not have speaking rights, but you/we can be a guest
Let the committee chairs know you’re/we’re interested (and why)
  • e.g., renaming fixed-term faculty
  • Reach out to DEI committee

**Item 4**: Work with Faculty Senate officers in their review of faculty benefit packages to consider the addition of a patient advocate benefit
  ▪ Benefits (Money) – Recent UNC system office guidance – New regs given to each institution
    • Includes merit bonuses and retention bonuses (now more localized)
    • Sign-up bonus now
  ▪ Benefits (Patient Advocate) – Might be long-term
    • Collaborate with VC Coleman and Budget Committee on this

**Action Taken**: None

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**Agenda Item: Prioritize FWC business items**

**Discussion**:

- Question/concern raised *(re: Item 1, above)*: “Where would we begin to find these metrics (for faculty vacancies/lines)?”
  - Anne advised starting conversation with Kitty Wetherington and Wendy Sergeant
  - Multiple members indicated they want more information before charting plan
  - There isn’t another committee currently working on this
  - Other question/concern raised – “Are we not filling the positions to help balance budgets – if that’s the case, what happened to those lines? How big should our faculty be in each department (and how far below are we with that number over time)?”
  - Rebecca advised we must make it clear that this is a FWC issue
  - Pam suggested it is not that we’re here to change anything, but rather it is our job to gather that information (around those metrics and such) for the Faculty Senate
  - General agreement that this business item is currently our top priority

- Question/concern raised *(re: Item 3, above)*: “How do we want to move ahead with efforts to collaborate with other committees to address faculty diversity?”
  - Pam says she can attend the next DEI Committee meeting (10/25/22?)
    - What are they already doing around faculty diversity and retention?

- Question/concern raised *(re: Item 2, above)*: “Has ‘professional faculty’ been adopted at the UNC System level?”
  - Casey collected information last year re: practices of peer institutions and other UNC system institutions – He will resend via email for next FWC meeting
  - Pam stated that during the next UNC Faculty Assembly meeting she can mention this subject with the faculty welfare committee there
  - Concern raised about possible title changes: “We are intending to respect/recognize the major contributions of fixed-term faculty with a name change, but are we masking systemic exploitation by doing so?”
Question/concern raised: “What do fixed-term faculty say? It’s important to get feedback from them on this issue.”
- Anne – DEI subcommittee plans to talk with fixed-term faculty informally about their concerns and issues arising from “fixed-term status” – Timeline uncertain
- Rebecca – AAUP chapter here in the last five years has been active in advocating for fixed-term faculty on campus

- Discussion re: faculty benefits (specifically, adding patient advocate) – Item 4, above
  - System office regulations for more local funds to be used – monies like merit bonuses, but not this sort of benefit
  - Steve suggested this might be a flex benefit
  - Want to contribute to discussions of benefits - “If we’re talking about non-salary benefits, this one would be a good one to add”
    - How (if at all) are resources allocated locally?
    - There are a lot of ways we can support faculty with non-salary compensation/benefits?

Action Taken:
- Set Item 1 as top priority of FWC for AY 22-23
- Pam to attend DEI Committee meeting (Oct 2022?)
- Casey to resend information re: “fixed-term” naming conventions of peers and other UNC system institutions

Agenda Item: Reports
- Campus Recreation and Wellness Advisory Council – Casey reports nothing new from CRW
- University Administrative EHRA Personnel Policies Committee – Jan reports the committee has not yet met during AY 22-23

Discussion: None

Action Taken: None

Next Meeting: November 10, 2022 @ 3:30 PM via Teams

Items to be Discussed:
- Ongoing business
  - Faculty vacancy metrics, decision rules
  - Fixed-term faculty naming convention
  - Collaboration around faculty diversity and retention of BIPOC scholars
  - Review of faculty benefit packages

Attached: FWC Meeting Minutes, March 17, 2022
COMMITTEE: Faculty Welfare

MEETING DATE: 3-17-22

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Casey Fleming, Rebecca Harris, Michael Garrison, Jan Mayo

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Wendy Sergeant, Tory Rose Harris

OTHERS IN ATTENDANCE: Rachel Baker

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ACTIONS OF MEETING
Agenda Item:
Approval of the minutes

Action Taken:
Approved

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Agenda Item:
Review of 2021-2022 priorities with feedback from Chair Martinez on a) explore the possibility of renaming the category of faculty with fixed-term contracts as “Professional Faculty” and b) transparency in faculty vacancy metrics

Discussion:
• Casey presented a spreadsheet of information he compiled on UNC system and peer institutions for fixed-term faculty.
• Rebecca presented an AAUP fact sheet on contingent faculty.
• Members discussed importance of what the fixed-term faculty are named vs. their compensation and benefits and agreed the latter are more important than the naming convention, but others on campus are working on those

Action Taken:
Members will review the spreadsheet and AAUP fact sheet

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Agenda Item:
Discussion – Chancellor’s action on FWC Formal Advice re: Faculty Senate Resolution #22-04

Discussion:
• Rachel explained that the Chancellor’s comment meant he had received FWC advice. It has been shared with the Student Affairs Division. They responded with plans to create a new version of the PPR
Action Taken:
None

Agenda Item:
Campus Recreation and Wellness Advisory Council – Casey Fleming

Discussion:
None

Action Taken:
None

Agenda Item:
University Administrative EHRA Personnel Policies Committee – Rebecca Harris

Discussion:
None

Action Taken:
None

Agenda Item:
University Budget Committee – Faculty Salaries – Steve Wolf

Discussion:
None

Action Taken:
None

Agenda Item:
Other items

Discussion:
None

Action Taken:
None

NEXT MEETING: April 14, 2022 @ 3:30 pm via Teams

ITEMS TO BE DISCUSSED:

• Action items above