

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

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

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)
 - **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?"
 - **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
 - **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

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

ACTIONS OF MEETING

Agenda Item:

Approval of the minutes

Action Taken:

Approved

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

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@3:30pm via Teams

ITEMS TO BE DISCUSSED:

- Action items above