

Faculty Welfare Committee

October 30, 2013, 1pm-2pm
Carr Building 200B

Meeting Minutes

Members in attendance: Donna Bickford, Tim Ives, Holning Lau, Christine Stachowicz, Deborah Stroman

Members absent: John Clarke, Kelly Giovanello

Others in attendance: Jan Boxill, Chair of the Faculty; Ashley Nicklis, Senior Director of Benefits and Work Life; Kathryn Turner, Executive Assistant for the Office of Faculty Governance; Anne Whisnant, Deputy Secretary of the Faculty

Approval of past meeting minutes

Two corrections were made to the previous meeting minutes. The minutes were approved as amended.

State Health Plan enrollment period discussion

Prof. Ives said that since the last meeting he has reached out to Faculty Assembly Chair-Elect Steve Leonard and Faculty Assembly Chair Catherine Rigsby. He said it is a good idea for the committee to include someone from HR benefits as an *ex officio* member of the Faculty Welfare Committee. He also wants to contact chairs of the other welfare committees across the UNC campuses. He said that creating a unified voice for faculty would help to shape policy changes in a proactive way and keep Chapel Hill informed about issues that impact other campuses.

Prof. Stroman suggested making contact with a person from General Assembly.

Prof. Boxill said that she thought the faculty assembly had a Faculty Welfare Committee with a GA representative.

Prof. Ives said that his impression after the last Council meeting was that there is little the committee could do to make any changes during this enrollment period. He suggested that the committee focus on the next cycle of contract negotiations.

Ms. Stachowicz said that she thought it is a good idea to make contact with other faculty welfare committees.

Prof. Ives suggested that Jan Boxill ask the Faculty Assembly if the Faculty Welfare Committee at Chapel Hill could lead the effort to communicate across campuses.

Prof. Boxill said that she exchanges emails with faculty senate chairs between meetings and could mention the idea. She thought the committee could help sister campuses have a voice.

Prof. Ives asked Ms. Nicklis when negotiations will start for next enrollment cycle.

Ms. Nicklis responded that the contracts will be renewed in 2015.

Prof. Ives said that after the Council meeting, he was approached by many faculty who were concerned about questions on the health assessment and smoking attestation. They seemed to be concerned about why they were getting a discount for providing information that the State Plan already had through claims data.

Prof. Stroman suggested contacting a consumer health watch group in the state like Consumer Watch Dog for information.

Prof. Ives said that the AARP website also has a lot of good information.

Prof. Boxill asked Dr. Whisnant to find out if the Faculty Assembly Welfare Committee is active. She said that some campuses, like Elizabeth City, have lost a lot of resources.

Prof. Ives said that UNC has lost Elizabeth City as a satellite campus for Pharmacy. The building is now used as a chemistry building.

Prof. Boxill said that she heard there is a 85/15 plan offered for this enrollment period.

Ms. Nicklis said that plan is the new Consumer-Directed Health Plan, which has a \$1,500 deductible and \$3,000 out of pocket maximum.

She said that she is not sure the committee can influence this enrollment cycle because the plan is heavily legislated by General Assembly and has been locked in for two years. She said the next big overhaul will occur in the next biennium. She said she is concerned about the enrollment site. The State Plan has been having trouble with the site functioning correctly. She said it has been a disappointing enrollment period. She said that right now State Plan workers are trying to get through the process. The issue now for faculty is creating a unified agenda. She said there is very little transparency with the State Health Plan. Faculty will need to lobby from the ground up in Raleigh.

Dr. Bickford said that many people are still concerned about the third party data collector. She said that the committee could educate staff and faculty about where their information is being stored even after enrollment.

Prof. Ives agreed.

Proposed GA guidelines for adjunct health insurance discussion

Prof. Ives said that the information in the memorandum needs to be clarified. He suggested that the committee examine the issue and communicate with other campuses about how it will impact them.

Dr. Bickford pointed out that the guidelines do not adequately address people in the School of Medicine who have non-teaching adjunct status.

Ms. Nicklis said that the memorandum came out of conversations with former Provost Bruce Carney. She said that Suzanne Ortega asked all the provosts how their campuses define adjuncts. Vice Chancellor for Human Resources Brenda Malone and Ms. Nicklis met with him. Ms. Nicklis said that the guidelines may impact approximately 5,000 potential temporary employees. She estimated that approximately 495 of those employees are Chapel Hill adjuncts.

Ms. Nicklis said that adjuncts are defined differently across schools. She has asked Gwen Burston, Director of Academic Personnel, to make a list of people who may be affected. She has received some data on course loads and job duties. She said the data does not show consistency. She said the next step is to have a conversation with Provost Dean about how to make the definition consistent. She said one of the issues that came out of the data was that some adjuncts in the College of Arts and Sciences work as much as fixed-term faculty. She questioned why those people are classified as adjuncts. She said it will be a challenge to distinguish adjuncts from fixed-term faculty.

Dr. Whisnant asked if adjuncts and fixed-term faculty are classified as temporary employees.

Ms. Nicklis said that they are.

Prof. Boxill said that we have a definition of adjunct that we appear not to follow.

Ms. Nicklis said that the definition is still followed, but it is difficult to apply it outside of the College. She said that by general definition, adjuncts should not be performing service or research. She said that the university recognizes three hours of outside preparation for every hour spent in the classroom. She said that adjuncts in the College work more hours than adjuncts anywhere else on campus. This memorandum would not afford them benefits. She clarified that the memorandum was generated under Provost Carney, not current Provost Jim Dean.

Prof. Lau asked what the process is for updating the definition.

Prof. Boxill said that "adjunct" is defined in the Board of Governors policies.

Dr. Bickford said the policy does little to recognize adjuncts who are not teaching.

Prof. Ives said that there is a lot of variability across schools and departments.

Ms. Nicklis said that the urgency is great. She met with Provost Jim Dean in August and had business units pull information about adjuncts in September. There is currently a GA working group charged with addressing the impacts of the Affordable Care Act. She said she will be attending a meeting with that group and will have more information after that time. She said that GA is hesitant to create blanket policies across all the campuses. She said that UNC-Chapel Hill has made it clear that we want to give the benefits if there are funds available. She explained that the policy will be shaped by the control group. She said right now the control group is defined as employees across the system. She said that adjuncts teaching at multiple campuses will have all their courses count toward the hours required to get health insurance benefits. She said that the challenge will be identifying the individuals who qualify and tracking them across the system.

Dr. Bickford said that it is likely that adjuncts' hours are going to get cut.

Ms. Nicklis said that even if Carolina were to limit adjuncts to teaching one class, they could go to a different campus and teach there and those hours would count toward eligibility.

Dr. Whisnant asked if any adjuncts who teach across multiple campuses are currently getting benefits.

Ms. Nicklis said they are not getting benefits through our campus. She said she is concerned that about 1/3 of the 495 might be eligible under current policies. She is most concerned about those who are trying to make a living as adjuncts.

Prof. Ives asked if she could share the data she has collected.

Ms. Nicklis said she will share information from the working group meeting next week.

Dr. Bickford said that the need is to come with a definition that is transparent.

Ms. Nicklis said she would like to hear from the Faculty Assembly because she is not sure what the numbers of adjuncts are on other campuses.

Prof. Ives said the issue is increasingly important as campuses may be moving toward the adjunct model due to budget constraints. He said the committee will plan on hearing an update from Ms. Nicklis at the next meeting.

Ms. Stachowicz asked if the control group has been decided.

Ms. Nicklis said it has and it is the system.

Prof. Ives asked the committee how they want to handle the issues of faculty retention and the salary equity study.

Prof. Boxill commented that the Provost's Office has recently asked if there is an exit interview process for faculty. She said we don't currently have a standard practice, but it would be helpful to know why people leave.

Prof. Stroman said that parsing the data by categories like tenure track or non-tenure track and gender would yield more information.

Dr. Bickford said that she is unclear about the categories outlined in Provost Carney's Power Point presentation on salary equity.

Prof. Ives asked if we could put together some information before the next meeting.

Prof. Boxill said the Provost's Office would have the information.

Ms. Nicklis asked if there is any collaboration between the committee and the Academic Personnel Office.

Dr. Whisnant said that since this is the second meeting of the committee, the Academic Personnel Office has not been involved.

Ms. Nicklis said that Gwen Burston is the head of that office and might be a good contact.

Prof. Stroman suggested also contacting Eric Muller from the Center for Faculty Excellence.

Prof. Lau asked if there is anything they should specifically look for when reading the materials.

Prof. Ives said to look for information about why faculty leave and where they are being recruited. He suggested using the Sakai listserv to start discussions. Katie will send out a doodle for November and December meetings.

Prof. Stroman said that it is important for the committee to offer solutions, rather than generate more data.

Prof. Boxill said that the new Chancellor and Provost are going to be looking to committees for solutions.

Meeting adjourned at 2:10pm.