

FACULTY WELFARE COMMITTEE

Campus Commons 2200

Wednesday, October 23th, 2024 | 3:40-5:00PM

Present: Barkley, DeKrey, English, Garrett, Iannacchione, Kyle, Landry, Senbet

Zoom: Trask

Absent: Kang, Lunar, Wieben

Guest: Robert Hepperle

Call to Order 3:40pm

Approval of Agenda approved without objection

Approval of October 9, 2024, meeting minutes approved without objection

Chair's Report/Announcements

1. DeKrey, Garrett, and Kyle will meet to discuss potential modification of 2-3-801(2)(b)(II)(D) "If the unit has fewer than 3 tenure/tenure-track faculty members" to generate a proposal for improvement.
 - o Garrett wants to expand the policy for junior faculty
2. Query of Deans regarding use of divisions and joint faculty appointments: Received response from CEBS, HSS, LIB, MCB, and NHS, but not PVA. No reported use of divisions. CEBS and HSS currently or plan to use joint appointments. Doerner forwarded HSS guidelines for joint appointments.
3. Megan Bauer (HR) communicated that requests for affiliate faculty have been sent to HR as "volunteers", historically. They don't have a way to separate out the other volunteers from the affiliate faculty volunteers at this time, but they are working with the Provost's office to determine a path forward to correct this.
 - o Interested in affiliate faculty, number of affiliate faculty is unknown.
 - o Potential extensive use of affiliate faculty in COM

Subcommittee Reports

1. Report on COM subcommittee activity: 2-3-304 and 2-3-305 were revised at the meeting on 10/10/2024. A counterproposal for new faculty titles was introduced by Choudary after the meeting, and this was forwarded by email to the committee for consideration by 2024-10-18.
 - o The use of "biomedical" raises concerns for CIP codes
 - o We don't need to "give-in" to the titles proposed. This is more of a preference and use as a working title instead of official title

Special Orders

1. None

Unfinished Business

1. Meeting with AVP for HR, Robert Hepperle – Report on benefits

- Faculty and staff are grouped separately from classified staff for insurance purposes. For other benefits, they are all grouped together.
- It was questioned whether the increase in medical and dental costs is due to inflation.
 - While inflation is a contributing factor, other elements also impact the cost of benefit packages.
- It was clarified that the group that UNC is part of is reevaluated through an internal process and as a trust purchasing power could potentially exist but is not confirmed.
- Currently, there is no discussion about expanding the trust's membership
- The trust plans to begin self-funding vision plans in the future, potentially expanding this approach to dental and health plans as well.
- In cases where long-term disability benefits are needed, individuals will have to apply and work with the insurance provider directly.
- UNC has been partnered with Anthem for over 13 years and with CHEIBA for an even longer period.
 - UNC has one of the highest insurance packages in the state.
- FWC members were under the impression that they were grandfathered into the Tuition Waiver for Graduate school but that was only in case of whether they were currently enrolled and about to graduate.
- The Salary Equity Committee discussed reinstating the graduate program benefits, but based on calculations by Dale, it appears unfeasible.
 - This may be a possible item of discussion for the FWC in the future.
- The committee was reminded of budget limitations and encouraged to prioritize what is important.
- Waiving fees for the Rec Center was another item that the FWC wanted to see as a benefit but due to student fees, faculty and staff are expected to pay as well.
 - Robert mentioned that Anthem offers a program where, if employees submit work out details, they can receive a gift card; each participant will have to log in to Anthem access this benefit.
- If there are any changes the committee would like to see, Robert suggested drafting a proposal of recommendations that he can then share with Blane, who is the primary contact for insurance.
 - Any changes to the benefit packages are usually made in September
 - Recommendations would be needed from FWC by end of spring semester.

New Business

1. None discussed

Call to the Good of the Order

Adjournment 5:01pm