

**EAST CAROLINA UNIVERSITY FACULTY SENATE
ACADEMIC, APPELLATE, AND SENATE COMMITTEE
ANNUAL REPORT**

Please forward the completed annual report to the Faculty Senate office via email
(facultysenate@ecu.edu)
no later than May 1, 2011. Thank you.

2010-2011 Academic Year

COMMITTEE: Faculty Welfare

1. Membership (include ex-officio members).

John Reisch, Katrina DuBose, Andrada Ivanescu, Ken Ferguson, Michael Hartley, Christine Avenarius, and Louis Warren

Ex-officio: Chris Locklear, Linda Ingalls, Susan Simpson, Jonathan Dembo, and Charles Boklage

2. Meeting Dates (include members present*).

* and members who contributed to committee action, but were not at the meeting.

September 9, 2010: K. DuBose, J. Reisch, A. Ivanescu, K. Ferguson, M. Hartley, C. Avenarius, L. Warren, C. Locklear, L. Ingalls, S. Simpson, J. Dembo; Others: Marianna Walker, John Toller, Ruth Ann Cook

October 14, 2010: K. DuBose, A. Ivanescu, K. Ferguson, J. Reisch*, M. Hartley*, C. Avenarius*, L. Ingalls, J. Dembo, C. Boklage; Others: John Toller, Lori Lee

November 11, 2010: K. DuBose, J. Reisch, A. Ivanescu, K. Ferguson, L. Warren, M. Hartley, J. Dembo, S. Simpson, C. Locklear; Others: Lori Lee

December 9, 2010: K. DuBose, K. Ferguson, M. Hartley, L. Warren, A. Ivanescu, C. Boklage, L. Ingalls; Others present: Purificacion Martinez (Faculty Governance Committee, chair), Mary Gilliland (Faculty Governance Committee Ex-officio member, Rep. of Faculty Senate), John Toller.

January 13, 2011: K. DuBose, J. Reisch, A. Ivanescu, K. Ferguson, M. Hartley, C. Avenarius, L. Ingalls, C. Boklage, C. Locklear, S. Simpson, J. Dembo*; Others: Marianna Walker, Lori Lee, John Toller

February 10, 2011: K. DuBose, K. Ferguson, C. Avenarius, J. Reisch, L. Warren, A. Ivanescu, M. Hartley*, C. Boklage, L. Ingalls, S. Simpson, C. Locklear; Others: Lori Lee

March 17, 2011: K. DuBose, K. Ferguson, A. Ivanescu, J. Reisch, L. Warren, C. Boklage, L. Ingalls, S. Simpson; Others: Lori Lee

April 7, 2011: K. DuBose, K. Ferguson, A. Ivanescu, L. Warren, C. Avenarius, C. Boklage, L. Ingalls, S. Simpson, C. Locklear

3. Subcommittees established during the year (include progress and/or completion of work).

- Faculty Manual: multiple subcommittees were formed to review the sections of the Faculty Manual that the FWC was charged to review.

4. Accomplishments during the year, especially as addressed through committee goals. Please include recommendations made to any University agency other than the Faculty Senate that will be noted under #5.

Recommendations regarding changes to the following policies were given to Academic Council as a joint report with Faculty Governance:

- Faculty Scholarly Reassignment draft policy
- Faculty Spousal or Domestic Partner Hiring draft policy

5. Reports to the Faculty Senate (include dates and resolution numbers).

September 7, 2010

Initial Faculty Salary Study Committee Report

December 7, 2010

#10-95 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section III. Institutional Services Available to Faculty, Subsection R. Tuition Privileges. *Status: Approved by Chancellor*

#10-96 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection J. Salary Policies. *Status: Rejected by Faculty Senate*

#10-97 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section VII. Other Policies, Subsection A. Substance Abuse Policy. *Status: Approved by Chancellor*

#10-98 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section II. Welfare and Benefits, Subsections A. Hospitalization Insurance, B. Disability Income Plans, C. Mandatory Enrollment in Group Life Program, D. Group Insurance Plans, E. Social Security, F. Deferred Compensation Plan, G. Supplemental Retirement Income Plan of NC (401K), H. Tax Deferred Annuity, I. US Savings Bonds, J. Unemployment Compensation Benefits, K. Vacation and Sick Leave, L. Workers' Compensation, M. Flex Reimbursement Accounts. *Status: Rejected by Faculty Senate*

February 22, 2011

#11-08 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection C. Employee Involvement in Political Candidacy and Office Holding. (Joint with Faculty Governance). *Status: Approved by Chancellor*

#11-18 revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection E. Orientation of New Faculty. *Status: Rejected by Chancellor*

#11-19 revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection L. Travel and Expense Allowances. *Status: Approved by Chancellor*

#11-20 revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section VII. Other Policies, Subsection B. Weapons Policy. *Status: Approved by Chancellor*

March 29, 2011

#11-46 Revisions to the *ECU Faculty Manual*, Part V. Academic Information, Section I. Academic Procedures and Policies, Subsection G. Faculty Absence and Part VI. General

Personnel Policies, Section I. Employment Policies, Subsection D. Leaves of Absence.
Status: Pending approval by Chancellor

#11-47 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection B. Collection of Money and Part V: Academic Information, Section I.L. Ordering Textbooks and Collateral Material. *Status: Pending approval by Chancellor*

#11-48 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection J. Salary Policies. *Status: Pending approval by Chancellor*

April 19, 2011

#11- 60 Revisions to the *ECU Faculty Manual*, Part VI. Section I. Employment Policies, Subsections H. Phased Retirement, I. Retirement and K. Emeritus Faculty Privileges. *Status: Pending approval by Chancellor*

#11-61 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section II. Welfare and Benefits, Subsections A. Hospitalization Insurance, B. Disability Income Plans, C. Mandatory Enrollment in Group Life Program, D. Group Insurance Plans, E. Social Security, F. Deferred Compensation Plan, G. Supplemental Retirement Income Plan of NC (401K), H. Tax Deferred Annuity, I. US Savings Bonds, J. Unemployment Compensation Benefits, K. Vacation and Sick Leave, L. Workers' Compensation, M. Flex Reimbursement Accounts. *Status: Pending approval by Chancellor*

6. Business carried over to next year (list in priority order).

- Finalize items of the Faculty Manual that were returned by Faculty Manual Steering Committee or the Chancellor
 - #11-18 revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection E. Orientation of New Faculty
- Refining FS Resolution of #05-35 and work of Faculty Salary Study Committee
- Provide formal advice on the Faculty Scholarly Reassignment draft policy
- Provide formal advice on the Faculty Spousal or Domestic Partner Hiring draft policy
- Supplemental Pay Policy for Employees Exempt from the State Personnel Act (EPA) policy
- Obtain update on proposed campus childcare facility
- Discussion on improving the mentoring program at ECU
- Discussion on faculty taking auditing classes
- "Resource Guide for Faculty" for things related to ECU employees that were removed from Faculty Manual and other sources (work with Office of Faculty Excellence??)

7. Evaluation of the committee (include anything that hindered or assisted the committee's work during the year).

A. Charge: to finish reviewing sections of the Faculty Manual; work with Faculty Governance and Academic council on the policies related to scholarly reassignment, and spousal or domestic partner hiring; FS Resolution #05-35 and work of Faculty Salary Study Committee (we were unable to meet this charge given the amount of time reviewing and modifying sections of the Faculty Manual required).

B. Personnel: It has been very helpful to have a representative from the Office of the Chancellor and Vice Chancellor; continuing this representation would be helpful for future committee members

C. Attendance: Excellent

D. Responsibilities: Shared; given the important charge of reviewing sections of the Faculty Manual, having everyone working in small groups and then reporting to the larger group was very effective.

E. Activities: varied

8. Suggestion(s) to the Chair of the Faculty and/or Faculty Senate for improving the effectiveness of the committee. None

9. Does the Committee's organizational meeting next year need to be earlier than the date set this year? No

If yes, when do you prefer: _____

Signed: Chairperson _____

Vice Chairperson _____