

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

2012-2013 Academic Year

COMMITTEE: Faculty Welfare Committee

1. **Membership** (including ex-officio members).

Christine Avenarius, Susan Beck-Frazier, Linda Crane-Mitchell, John Dixon, Ken Ferguson (vice chair), Erick Green (resigned teaching conflicts), Eric Horsman (secretary in fall semester), John Howard, Amanda Klein (secretary spring), Karen Mulcahy, Susan Pearce, Jamie Perry (EPA representative), Rachel Roper, Susan Simpson, Lisa Sutton.

2. **Meeting Dates** (including members present and members who contributed to committee action but were not present at the meeting).

September 13, 2012: Rachel Roper (presiding chair), Christine Avenarius, Susan-Beck Frazier, John Dixon, Ken Ferguson, Eric Horsman, John Howard, Amanda Klein, Linda Crane-Mitchell, Karen Mulcahy, Lisa Sutton. Others in attendance: Mark Sprague (Chair of the Faculty), Lori Lee (Secretary of the Faculty Senate).

October 11, 2012: Rachel Roper (presiding chair), Christine Avenarius, Susan-Beck Frazier, John Dixon, Ken Ferguson, Eric Horsman, John Howard, Amanda Klein, Karen Mulcahy, Susan Simpson. Others in attendance: none.

November 8, 2012: Ken Ferguson (presiding vice chair), Christine Avenarius, John Dixon, Eric Horsman, John Howard, Amanda Klein, Karen Mulcahy, Jamie Perry, Susan Simpson, Lisa Sutton. Others in attendance: John Toller (Human Resources), Lori Lee.

December 13, 2012: Rachel Roper (presiding chair), Christine Avenarius, Susan-Beck Frazier, John Dixon, Ken Ferguson, Eric Horsman, John Howard, Amanda Klein, Jamie Perry, Susan Simpson, Lisa Sutton. Others in attendance: John Toller, Lori Lee.

January 17, 2013: Rachel Roper (presiding chair), John Dixon, Ken Ferguson, John Howard, Amanda Klein, Linda Crane-Mitchell, Karen Mulcahy, Susan Pearce, Susan Simpson, Lisa Sutton. Others in attendance: Phyllis Horns (Vice Chancellor for Health Services), Lori Lee, Marilyn Sheerer (Provost), John Toller.

February 14, 2013: Rachel Roper (presiding chair), Christine Avenarius, Susan Beck-Frazier, Ken Ferguson, John Howard, Amanda Klein, Karen Mulcahy, Susan Pearce, Susan Simpson, Lisa Sutton. Others in attendance: Lori Lee.

March 7, 2013: Rachel Roper (presiding chair), Ken Ferguson, John Howard, Linda Crane-Mitchell, Karen Mulcahy, Susan Pearce, Jamie Perry. Others in attendance: John Toller.

April 11, 2013: Rachel Roper (presiding chair), Christine Avenarius, Susan Beck-Frazier, Ken Ferguson, John Howard, Amanda Klein, Linda Crane-Mitchell, Karen Mulcahy, Susan Pearce, Jamie Perry, Susan Simpson, Lisa Sutton. Others in attendance: Lori Lee, Dorothy Muller.

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

Campus Childcare Facility Subcommittee. Established September 13, 2012. Members: Christine Avenarius, Linda Crane-Mitchell, John Dixon. Charged to investigate the status of efforts to provide childcare facilities on campus for faculty. The subcommittee received the previous child care report (2007) from Mark Sprague, studied the cost, demand, and feasibility of providing childcare on campus, with regular reports of their findings to the Faculty Welfare Committee. The subcommittee recommended that the goal should be to establish a childcare program that will serve the entire Greenville community but will include a University teaching facility. The subcommittee also devised a 10-question survey to query the University faculty on the need and desirability of offering childcare facilities on campus to faculty with children in pre-school or kindergarten. The survey will be made available to the faculty in the Fall Semester, 2013. The subcommittee also raised the issue of whether the University should require students to pay an annual, \$10.00 childcare fee.

Faculty Leave Policy Subcommittee. Established September 13, 2012. Members: John Howard (subcommittee chair), Amanda Klein, Karen Mulcahy, Lisa Sutton. Charged to investigate the status of the current University faculty leave policy, with their findings presented at regular meetings of the Faculty Welfare Committee. The subcommittee recommended that the University faculty leave policy be made more flexible and more in harmony with FMLA regulations. Howard (chair) also advised that a provision be made for faculty to take leaves intermittently or on a reduced schedule instead of requiring that the entire leave be taken in a single block of time. Howard made a draft proposal with amendments, which received general agreement in FWC. Need input from legal and VCs.

Contingent Faculty in Governance Subcommittee. Established April 11, 2013. Karen Mulcahy (chair and organizer). Charged with investigation of the limited role that contingent or fixed-term University faculty are permitted to play in governance of the University. Mulcahy is to develop this subcommittee during the summer (2013) and present her findings to the Faculty Welfare Committee in the Fall Semester, 2013. The Governance Committee will directly review this issue, but Faculty Welfare Committee will consider writing a letter of support to Faculty Governance on the issue.

4. Accomplishments during the year, especially as addressed through committee goals:

- i. Interviewed Travis Lewis, chair of the University Behavioral Concerns Team (UBCT) and Michael Brown (UBCT member); reviewed and provided formal advice to the Faculty Senate on the UBCT policies that regulate and enhance campus safety.
- ii. Continued the safety e-mail initiative, which, in cooperation with the University Environmental Safety and Health program, is intended to increase the awareness and involvement of the faculty in campus safety. Susan Simpson prepared and sent via the Faculty Senate notices to the faculty on the proper procedures for (1) dealing with disruptive students and (2) responding to fire emergencies.
- iii. Reviewed and provided formal advice on the University Supplemental Pay Policy for faculty and EPA non-teaching employees.
- iv. Approved and provided formal advice to the Faculty Senate on the (vacation) leave policy for 12-month faculty, advising that this policy be standardized across campus for all faculty with 12-month contracts.
- v. Revised and resubmitted advice on the University Spousal and Domestic Partner Hiring SOP, with recommended revisions and clarifications, after investigating the approach to spousal and domestic partner hiring at other institutions, including the University of North Carolina, Chapel Hill, especially in regard to the use of waivers; and meeting with Marilyn Sheerer (Provost and Senior Vice Chancellor for Academic Affairs) and Phyllis Horns (Vice Chancellor for Health Sciences) to solicit upper-level administrative reactions to the proposed revisions. Dr. Ron Strauss Executive Vice Provost UNC Chapel Hill, stated they regularly issue waivers. FWC sent policy to ECU Office of Equity and Diversity for input.
- vi. Explored the need and potential for offering a University childcare facility, with research on childcare facilities available at other institutions, investigation of the relevant legal issues such as the effect of the "no compete clause," and study of the economic feasibility of providing childcare services to children of faculty.
- vii. Evaluated the current University policy on the rights of faculty who require privacy and other protections/facilities for the expression of breast milk (lactation) during working hours.
- viii. Approved a resolution that retired University faculty should be granted the benefit of retaining their e-mail addresses and access to University-hosted Web space. FWC worked with Wendy Creasey, Director of Academic Technology, to develop a suitable process.

- ix. Obtained permission from Marilyn Sheerer (Provost) to review, under conditions of confidentiality, University-compiled , on the gender distribution in units in terms of presence, tenure status, and rank. IPAR has provided these data in 2 excel formats, and Roper distributed to committee members.
- x. Initiated and approved a resolution that the University Office of Equity and Diversity present an annual report to the Faculty Senate providing an update on the status of gender and ethnic diversity in the University faculty and administration.
- xi. Researched the history and current status of University mentoring programs for new faculty, with a working draft supporting a robust mentoring policy prepared for further review and consideration by the committee before offering formal advice to the Faculty Senate. Ferguson and Roper to meet with other ECU groups interested in developing mentoring at ECU (including the NSF ADVANCE team, Committee on the Status of Women, Office of Faculty Excellence)
- xii. Discussed the issue of the limited role that contingent faculty are permitted to play in faculty governance, with a subcommittee formed to consider possible recommendations to the Faculty Governance committee and ultimately Faculty Senate.
- xiii. Evaluated the current University Policy on Drug Abuse, as it applies to faculty who apply for substance abuse counseling or are otherwise cited, arrested, or charged with drug-related offenses. The committee needs to gather further information.

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

November 6, 2012

#12-100 Formal advice on the University Behavioral Concerns Team Interim Regulation. *Status: Approved by the Faculty Senate, after discussion by Catherine Rigsby (Geological Science) and Donna Payne (University Attorney). Approved by the Chancellor on January 29, 2013.*

January 17, 2013

Chancellor Ballard agreed to provide the Faculty Welfare Committee with data on the gender distribution of faculty at each rank, as requested by Roper (chair).

#13-12 Formal advice on the ECU Supplemental Pay Regulation for Faculty and EPA Non-Teaching Employees. *Status: Approved by the Faculty Senate, as presented and without amendment. Approved by the Chancellor on March 19, 2013.*

March 19, 2012

#13-33 Proposed revision to the ECU Faculty Manual, Part XI, section 1.D to include Web service to retired faculty. *Status: Approved by the Faculty Senate without any discussion or amendments.*

#13-34 Formal faculty advice on the Current Faculty Spousal and Domestic Partner Hiring Standard Operating Procedure. *Status: Approved by the Faculty Senate after some discussion but without any objection.*

#13-35 Proposed resolution that the Office of Equity and Diversity make an annual oral and written report to the Faculty Senate. The resolution was revised by a Faculty Senate vote to strike the phrase "oral and written" from the description of the report. Also, the particular allusion to persons of "African and Hispanic descent" was stricken by a vote of the Faculty Senate. *Status: With said amendments, approved by the Faculty Senate.*

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

- i. Meet with a University attorney and possibly relevant administrators for input before presenting formal advice to the Faculty Senate on the University Policy on Drug Abuse.
- ii. Consult with Marilyn Sheerer (Provost) and John Toller (Human Resources) as to whether Faculty Serious Illness and Parental Leave policy should be modified to include provisions for intermittent leave, before presenting formal advice on this policy to the Faculty Senate.
- iii. Continue to develop a standard operating procedure for a University Mentoring Program for new faculty, based on a draft prepared on March 7, 2013, to be presented to the Faculty Senate for approval, upon completion and approval by the committee.
- iv. Deploy a survey to poll the University students, staff, and faculty about interest in founding a campus childcare facility. Continue to investigate the need for and feasibility of a campus childcare facility, with a report with formal advice to be presented to the Faculty Senate.
- v. Analyze the confidential data provided by the IPAR/Provost on the distribution of gender at various ranks in the University faculty, compare to Oklahoma study national data. Consult with of Hui Bian (staff member from the Office of Faculty Excellence), for excel help if needed. FWC will give formal advice, as needed, to the Faculty Senate.
- vi. Continue to explore the issue of whether faculty with contingent appointments are adequately and properly represented in faculty governance, with formal advice or recommendations presented to the Faculty Senate, as appropriate.

