

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

2014-2015 Academic Year

COMMITTEE: Faculty Welfare

1. Membership (include ex-officio members).

Regular Members: Rachel Roper, Linda Crane-Mitchell, Melissa Nasea, Alexandra Shlapentokh, Susan Pearce (November – April), Sandra Seay, Jinling Huang, Jan Mayo

Ex-officio members: Lisa Sutton, Wendy Sergeant, Susan Simpson, Karen Mulcahy, Jason Brinkley, Ian Hines, Thomas Hoven (February – April)

2. Meeting Dates

(include members present and those who contributed to committee action, but were not at the meeting)

September 11, 2014: REGULAR MEMBERS IN ATTENDANCE: Jinling Huang, Jan Mayo, Melisa Nasea (presiding), Rachel Roper, Sandra Seay, Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Andrew Morehead (presiding), Susan Simpson, Karen Mulcahy, Jason Brinkley, Ian Hines, Lisa Sutton, Wendy Sergeant; OTHERS IN ATTENDANCE: Lori Lee

October 9, 2014: REGULAR MEMBERS IN ATTENDANCE: Jinling Huang, Linda Crane-Mitchell, Jan Mayo, Melissa Nasea, Rachel Roper, Sandra Seay, Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Susan Simpson, Karen Mulcahy, Jason Brinkley, Ian Hines, Lisa Sutton; OTHERS IN ATTENDANCE: Melissa Bard, Lori Lee, Susan Pearce, Amanda Williams

November 13, 2014: REGULAR MEMBERS IN ATTENDANCE: Jinling Huang, Jan Mayo, Melissa Nasea, Susan Pearce, Rachel Roper, Sandra Seay, Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Ian Hines, Wendy Sergeant, Lisa Sutton; OTHERS IN ATTENDANCE: Lori Lee

December 11, 2014: REGULAR MEMBERS IN ATTENDANCE: Jinling Huang, Jan Mayo, Linda Crane-Mitchell, Melissa Nasea, Susan Pearce (secretary), Rachel Roper, Sandra Seay; EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Susan Simpson, Lisa Sutton; OTHERS IN ATTENDANCE: Lori Lee, Christine Avenarius, Melissa Bard, Kristen Bonatz, Dorothy Muller

January 22, 2015: REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Melissa Nasea, Susan Pearce, Rachel Roper, Sandra Seay, Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Susan Simpson, Karen Mulcahy, Ian Hines, Lisa Sutton ; OTHERS IN ATTENDANCE: Kim Higdon, Lori Lee

February 12, 2015: REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Linda Crane-Mitchell, Jinling Huang, Melissa Nasea, Susan Pearce, Rachel Roper, Sandra Seay, Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Ian Hines, Lisa Sutton, Wendy Sergeant, Susan Simpson, Melissa Bard, Thomas Howen; OTHERS IN ATTENDANCE: Lori Lee, Andrew Morehead, Dorothy Muller

March 19, 2015: REGULAR MEMBERS IN ATTENDANCE: Jinling Huang, Susan Pearce, Rachel Roper, Sandra Seay (presiding), Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Sutton, Wendy Sergeant, Melissa Bard, Thomas Howen; OTHERS IN ATTENDANCE: Lakesha Alston Forbes

April 9, 2015: REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Melissa Nasea, Susan Pearce, Rachel Roper, Alexandra Shlapentokh; EX-OFFICIO MEMBERS IN ATTENDANCE: Melissa Bard, Thomas Howen, Wendy Sergeant, Susan Simpson; OTHERS IN ATTENDANCE: Travis Lewis, Valerie Kisler–Van Reede

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

Internal Faculty Equity Subcommittee: Rachel Roper (co-chair), Jason Brinkley (co-chair), Susan Pearce, Melissa Nasea. Several spreadsheets were prepared. IPAR will provide faculty gender data by department to the Faculty Welfare Committee annually.

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.
 - a) **Fixed term faculty and faculty governance:** members were encouraged to send their ideas about having fixed term faculty on committees to the Chair of the Committee on Committees; (the Faculty Governance Committee brought this to the Faculty Senate and it was approved as #14-88); the Chair of the Committee wrote the Chair of the Committee on Committees that the Committee wanted to have fixed term members
 - b) **Faculty mentoring:** Chair of the Faculty Welfare Committee attended two meetings at the Office of Faculty Excellence about new faculty orientation; after presentations and discussion the committee sent a motion with accompanying information to the Chair of the Committee on Committees about establishing a Faculty Mentoring Committee; after receiving a negative response, the Committee moved to establish a two-year pilot Faculty Mentoring Subcommittee as part of the Faculty Welfare Committee to work with the Office for Faculty Excellence
 - c) **Internal faculty equity data:** after a presentation and discussion on the statistical analysis of the internal faculty equity data by gender, the Committee sent the presentations to IPAR, the Office of Equity and Diversity, and the Provost with an offer to discuss the data; three members attended a meeting with IPAR; a Committee member presented the findings on gender makeups of departments and studies on gender bias in higher education to the Provost; two members were asked to serve on the Faculty Equity Study Task Force; LaKesha Alston Forbes announced the Faculty Salary Equity Study; IPAR will provide faculty gender data by department to the Faculty Welfare Committee annually
 - d) **Drug abuse policy:** met with Kristen Bonatz, Associate University Attorney, East Campus, to answer legal questions regarding the proposed revision to the Policy on Drug Abuse.
 - e) **Childcare facilities at ECU:** discussion the report of the 2013 Task Force on Child Care; a notebook on past child care activities is in the Faculty Senate Office
 - f) **Lactation support:** after discussion about the need for additional lactation rooms on the East Campus, inquiries were made about the status of the Lactation policy (Faculty Senate Resolution 13-99), the number of annual requests for employee maternity leave, and the number of student pregnancies; a representative from Space Planning attended a Committee meeting and later spoke

about Lactation Rooms at the Feb. 12 Staff Senate meeting; Lakesha Alston Forbes reported that the architect for the building proposed to replace Mendenhall has been asked to consider the need for lactation rooms and a Committee on Supporting Pregnant Students and Employees has been established; the new lactation policy is on the ECU website

- g) **Faculty responses to distressed students:** discussion on the need for faculty to have formal guidance on how to proceed when students report violence or express statements that they intend to do harm to themselves; discussion with Associate Dean of Students Travis Lewis on intervention strategies for troubled students, faculty reporting responsibilities, and what information should be disseminated to faculty
- h) **Women's Center at ECU:** voted to support the creation of a Women's Center at ECU.
- i) **Ownership of distance education materials and unannounced monitoring of distance education courses:** discussion of the topic

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

September 16, 2014

#14-72 Formal faculty advice to include no recommended changes to the Review Process and Procedure for EPA Non-Faculty Employees. *Accepted by the Chancellor October 15, 2014*

November 4, 2014

#14-82 Formal faculty advice on Proposed Regulation on Protection for Reporting Improper Government Activities. *Received by the Chancellor December 16, 2014.*

#14-83 Formal faculty advice on Proposed Employment of Related Persons (Anti-Nepotism) Policy. *Received by the Chancellor with comment December 16, 2014.*

March 17, 2015

#15-42 Formal faculty advice on the proposed Employment of Related Persons (Anti-Nepotism) Policy. *Received by the Chancellor March 31, 2015*

#15-43 Formal faculty advice on proposed Leave Regulation. *Received by the Chancellor March 31, 2015*

"Report on two-year pilot Faculty Mentoring Subcommittee project, for information only"

6. Business carried over to next year (list in priority order).
- a) Faculty mentoring: Establish a two-year pilot Faculty Mentoring Subcommittee as part of the Faculty Welfare Committee to work with the Office for Faculty Excellence.
 - b) Childcare facilities: Consider what steps should be taken to encourage further discussion on an University childcare facility open to faculty, staff, and students
 - c) Formal advice on the revision to the Policy on Drug Abuse: Tabled until fall 2015 and further discussion with University Attorney
 - d) Faculty responses to distressed students: Further discussion on what information should be disseminated to faculty on intervention strategies for students who report violence or express

statements that they intend to do harm to themselves and faculty reporting responsibilities; also how and when to disseminate it to faculty

- e) Ownership of distance education materials and unannounced monitoring of distance education courses: Locate information from the university attorneys, Blackboard, and libraries; discuss and consider how to disseminate it
7. Evaluation of the committee (include anything that hindered or assisted the committee's work during the year).
- A. Charge: The committee followed its charge. The committee accepted and made progress on all matters assigned by the Chair of the Faculty (Andrew Morehead) and prepared formal reports for three sessions of the Faculty Senate.
 - B. Personnel: The committee had adequate personnel for the conduct of the committee business, with reliable and helpful expert advice from ex-officio members and invited guests.
 - C. Attendance: Excellent. All meetings met quorum.
 - D. Responsibilities: The committee met its responsibilities and took a proactive approach to topics of concern related to faculty welfare.
 - E. Activities: The committee met monthly, researched and reviewed proposals for reform to existing University policies or procedures related to faculty welfare, subjected all proposals to discussion and reflection before offering resolutions or reports to the Faculty Senate.
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, Melissa Nasea

Secretary Alexandra Shlapentokh

Please forward the completed annual report to the Faculty Senate office via email (facultysenate@ecu.edu) no later than May 1, 2015.