

Faculty Welfare Committee Minutes

December 10, 2015 at 3:30pm

In attendance:

Melissa Nasea, Jinling Huang, Jan Mayo, Jacqueline De Chabert-Rios, Susan Pearce, David Loy

Ex-Officio Members in Attendance: Lisa Hudson, Melissa Bard, Wendy Sergeant

Others in Attendance: Lori Lee, William Thomas

Meeting called to order: 3:30 PM, Quorum verified.

Meeting minutes from November 12, 2015 reviewed and approved. Voice vote taken and minutes approved.

Agenda Item: Blackboard Ownership of Distance Education Materials: Q and A with William Thomas. He emphasized that:

- 1) Faculty retain copyright on normal course materials
- 2) If it is in your contract that you work for hire, university owns the material (in section 5.4)
- 3) University claims the right to use your works, e.g. PowerPoint, such as when you are out sick
- 4) If you produce work for profit such as textbook, the university could weigh in on whether to stake a claim. This is not a problem if the project started before the faculty member came here.
- 5) One difference is: if you need very expensive equipment, the university might want to stake a claim
- 6) Journal article – a faculty member can negotiate with the journal about use, such as “I want to post for my students.”
- 7) The university doesn't want the negativity of taking someone's syllabus as a model, although it has the right to do so. Credit to the professor ought to be involved.
- 8) The author of the syllabus is the copyright holder, but the university has the right to use it. But another faculty member can't put their name on it. It would be preferable if a chair or higher administrator got involved rather than a peer.
- 9) He will look into it how a faculty member can appeal if their work was used in an unauthorized way.
- 10) Open access journals often leave copyright with the author, with a Creative Commons license.

Here is the link to the copyright PRR: <http://www.ecu.edu/prr/10/40/02>

Agenda Item: Faculty Leave Policy College of Allied Health – discussion on revision to policy

The policy is being looked at by Policy and Procedures.

Update from Lisa Hudson: The EPA Personnel Policy Committee will have a conference call meeting with Chapel Hill benefits people, regarding how to make parental and sick leave fair and equitable.

During the last Faculty Senate meeting, the Chancellor asked that this move ahead quickly and to be finished by July 1.

She will go through the normal vetting process and go through this committee.

The goal is to make sure that all 12-month faculty have same amount of leave

We have a proposal for 60 days' leave and then the faculty member can use sick and vacation leave. The problem is accrual, since there is a 365-day waiting period.

The motion was made, seconded, and approved to table this issue until January, until we get a report from the conference call.

Agenda Item: Childcare Facilities – update

The motion was made, seconded, and approved to table this issue until January, until we get an update from Christine Avenerius.

Agenda Item: At the next meeting, we should look for a March meeting time.

Agenda Item: Emeritus Faculty privileges – update on progress of e-mail survey by sub-committee

The subcommittee reported that they have a survey, but they are working out the bugs and will have something ready for the January meeting.

Agenda Item: Volunteer Regulation – update

Kesha Brown will find a substitute to come to the January meeting.

Agenda Item: Discussion of faculty response to distressed students and disseminating that information

The committee discussed composing an email message to send by the chair of the faculty, to all faculty about what you do. Melissa and Susan will put together a draft based on the information we received in last year's meeting.

For January meeting: The committee will discuss the drug policy, and faculty mentoring

Meeting adjourned at 5:00 PM.