COMMITTEE: Faculty Welfare Committee

MEETING DATE: March 19, 2015 @ 3:30-5:00 pm

PERSON PRESIDING: Sandra Seay

REGULAR MEMBERS IN ATTENDANCE: Jinling Huang, Susan Pearce, Rachel Roper, Sandra Seay, Alexandra Shlapentokh

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Sutton, Wendy Sergeant, Melissa Bard, Thomas Howen

OTHERS IN ATTENDANCE: Lakesha Alston Forbes

ACTIONS OF MEETING

Agenda Item: February 12 minutes
Approval of the minutes

Action Taken: Minutes approved

Agenda Item: Announcements

Rachel Roper served as a representative both for the Committee on the Status of Women and the Faculty Welfare Committee at the Faculty Senate meeting held on March 17. Rachel reported that the resolution in support of a Women’s Center being established at East Carolina University passed the Faculty Senate with a unanimous vote. Rachel also reported that the Faculty Senate accepted two reports that had been approved by the Faculty Welfare Committee and forwarded to the Senate. These reports are the "Formal Faculty Advice on Proposed Employment of Related Persons (Anti-Nepotism) Policy" and the "Formal Faculty Advice on Proposed Leave Regulation."

March 17 Faculty Senate “Report on two-year pilot Faculty Mentoring Subcommittee project, for information only”

Action Taken: Postponed to the next meeting.

Agenda Item: tentative Drug Abuse Policy with Kristen Bonatz, Associate University Attorney, East Campus (follow-up to December 11 meeting)

Discussion: The committee members were informed of Kristen Bonatz’s decision to reschedule a time to present the Drug Abuse Policy to the Welfare Committee. Currently Kristen is meeting with representatives from Student Affairs and Human Resources to revise the Drug Abuse Policy.

Action Taken: Postponed

Agenda Item: Follow up on Women’s Center

The follow up on the Women’s Center discussion was presented by Rachel Roper who reported that The Chancellor’s Committee on the Status of Women voted unanimously to approve a women’s center for ECU before Rachel presented the resolution to the Faculty Senate.

Discussion: The committee consensus was that the establishment of the Center is a move that has a
positive impact on all women working at East Carolina.

**Action Taken:** The Committee voted in support of the resolution.

**Agenda Item:** Resolution to consider sending to Faculty Senate on increasing the number of lactation rooms on East Campus - with Rachel Roper

**Discussion:** There was a general discussion about more women coming forward and expressing their need for lactation rooms. Lakesha Alston Forbes reported that the architect for the building proposed to replace Mendenhall has been asked to consider the need for lactation rooms when drafting plans for the building. Lakesha also reported that a Committee on Supporting Pregnant Students and Employees has been set up.

**Action Taken:** No action required.

**Agenda Item:** Follow-up on faculty pay/expenses on study abroad programs - with Susan Pearce & Wendy Sergeant

**Discussion:** "Faculty-Led Study Abroad Program Guidelines" compiled by Clayton Sessions were distributed to the committee members by Wendy Sergeant. Sandra Seay stated that the Program Guidelines do not appear to address the particular concerns faculty have about the study abroad programs that had been voiced by Susan Pearce. Susan Pearce indicated that she is likely to put this item on the agenda at a later time.

**Action Taken:** No action was necessary

**Agenda Item:** Follow-up on nondiscrimination language in ECU policies

**Discussion:** Lakesha Alston Forbes and Susan Pearce led much of this discussion. Lakesha reported that a new policy is under review by the legal team. The focus is on assuring that the policy contains appropriate wording to indicate gender and other diversity classifications. There was a discussion of the need for faculty to have Safe Zone training. Lakesha also discussed a climate survey that is being developed.

**Action Taken:** No action was necessary

**Agenda Item:** Follow-up on establishing a two-year pilot Faculty Mentoring Subcommittee

**Discussion:** Postponed

**Action Taken:** No action was necessary

Other Discussion: Susan Pearce led a discussion on the need for faculty to have formal guidance on how to proceed when students express statements that they intend to do harm to themselves. It was agreed that Travis Lewis, Associate Dean of Students should be invited to the next committee meeting to discuss this concern.

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**NEXT MEETING:** April 9, 2015  **AGENDA:** FWC Annual Report

**ITEMS TO BE DISCUSSED:**
Tentative Agenda for future meetings in 2015/2016: 12 month faculty leave plan & bridge plan