COMMITTEE: Faculty Welfare Committee

MEETING DATE: November 9, 2017

PERSON PRESIDING: Chris Duffrin

REGULAR MEMBERS IN ATTENDANCE: (5) Jacqueline DeChabert-Rios, Chris Duffrin, Robert Kulesher, Lee Johnson, Donna Hollar

EX-OFFICIO MEMBERS IN ATTENDANCE: (2) Lisa Hudson, Cheryl Dudasik-Wiggs

OTHERS IN ATTENDANCE: (6) Ying Zhou, LaKesha Alston-Forbes, Karin Zipf, John Stiller, Beverly King, Lori Lee

OLD BUSINESS

Agenda Item: Salary Equity / Compression Issues

Discussion: Karin Zipf shared perceptions on issues related to salary compression and inversion. Data provided from IPAR was circulated. IPAR representatives were present to answer questions on data provided. Discussion on inversion and compression issues held. Committee plans to proceed strategically by getting data, framing scope of issue for Chancellor, and identifying if issue(s) exist. Inversion issues may be easier to identify; compression likely to be harder to determine.

Action Taken: Request additional data from IPAR to include years of service mean and range.

Assigned additional duties to: Committee members will do initial analysis.

NEW BUSINESS

Agenda Item: Draft Diversity Plan

Discussion: LaKesha Alston-Forbes shared the latest version of the plan aligned with the ECU Strategic Plan. Launch is planned for January 2018. ECU is first institution within system to develop and launch plan. All units will have diversity-related goals in their operational plans. The five commitments of the plan were summarized. LaKesha Alston-Forbes requested feedback and comments from the committee.

Action Taken: Committee to make recommendation at next meeting.

Assigned additional duties to: Not applicable.

Meeting adjourned at 5:15 PM

NEXT MEETING: November 30, 2017

ITEMS TO BE DISCUSSED: Not identified at adjournment.