COMMITTEE: Faculty Welfare Committee

MEETING DATE: November 30, 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: (1) Cheryl Dudasik-Wiggs

OTHERS IN ATTENDANCE: (2) Lori Lee, Beverly King

ACTIONS OF MEETING

**Agenda Item:** Review of committee meeting minutes for September 14, 2017, subcommittee report for October 12, 2017, and committee meeting minutes for 11-9-17.

**Discussion:** Correction made to November 9, 2017 minutes. No further discussion.

**Action Taken:** Minutes recorded for September 17, 2017 and November 9, 2017; Subcommittee Report recorded for October 10, 2017

Assigned additional duties to: Not applicable.

**Agenda Item:** Family Educational Rights and Privacy Act (FERPA or Buckley Amendment)

**Discussion:** New language in 2.3 and 5.1 on use of student photographs was discussed. Also the handling of learning management systems such as Blackboard (5.4.1) was discussed.

**Action Taken:** Moved and seconded that committee supports the policy POL02.40.01

Assigned additional duties to: Not applicable.

**Agenda Item:** Proposed Diversity Plan Goals, Commitments, and Strategies

**Discussion:** Comments shared by the Committee are below.

**Proposed suggestions/revisions to the Plan include:**

1. Adding the ECU definition of diversity at the introductory section of the document.
2. Showing nuanced thought as to how this diversity plan will co-exist with such initiatives as “finish in four”. Are exceptions possible for diversity students, for example?
3. Under Commitment 4, certain sectors of diversity are specifically cited as those targeted for “enhancement” and “success”. We suggest that either rationale for these particular groups be listed or that all the groups listed in the ECU definition of diversity be included in this section.
4. Adding a separate commitment or another point under commitment #1 that describes a rapid and unified response plan for incidents either on campus or in the community that conflict with the ethos of diversity at ECU.
5. In conjunction with our concerns/suggestions in point #2 above, we suggest that the metrics for success be nuanced to recognize and reward progress towards diversity metrics, recognizing that with
diversity comes populations that might need particular types of support and assistance for success and that this effort might not initially contribute positive numbers towards the established goals for ECU as a whole in graduation rates, etc.

6. Listing (perhaps in an addendum) the resources available to support this initiative. Those resources will determine the reasonable amount of progress that can be achieved, and therefore, the level of detail that can be included in the metrics.

7. Describing the process for data-collection and interpretation of the data, including the level of involvement that is required from individual units.

Action Taken: Committee determined plan is not ready to go to Faculty Senate. OED will be asked to attend a future committee meeting to discuss suggestions/revisions.

Assigned additional duties to: Chris Duffrin will contact OED and share committee’s input.

OLD BUSINESS

Agenda Item: Salary compression and inversion.

Discussion: Additional data provided from IPAR was reviewed.

Action Taken: Committee will investigate data further.

Assigned additional duties to: Not Applicable.

Meeting adjourned at 5:30 PM

NEXT MEETING: January 11, 2018

ITEMS TO BE DISCUSSED: Not developed at time of adjournment.