COMMITTEE: Faculty Welfare Committee

MEETING DATE: January 11, 2018

PERSON PRESIDING: Chris Duffrin

REGULAR MEMBERS IN ATTENDANCE: (3), Chris Duffrin, Lee Johnson, Donna Hollar

EX-OFFICIO MEMBERS IN ATTENDANCE: (4) Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Cheryl Dudasik-Wiggs

OTHERS IN ATTENDANCE: (3) Lori Lee, Beverly King, Ying Zhou

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ACTIONS OF MEETING

Agenda Item: Acceptance of minutes from November 30, 2017 and December 11, 2017.

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OLD BUSINESS

Agenda Item: Faculty Salary Equity

Discussion: Beverly King and Ying Zhou were present to address any questions posed by committee members. Beverly King provided CUPA data from Fall 2016 for tenured/tenure-track faculty. Instances where Assistant and Associate average salaries were very close were identified. Additionally, instances where Assistant salaries exceeded Associate salaries were identified. Beverly King shared that a few references in literature exist on how salary compression is studied. AAUP may have similar studies available.

Extensive discussions held on what salary data could identify and what data limitations exist in terms of analysis. The Provost has requested a future salary equity study for Academic Affairs using Fall 2018 data.

The resolution drafted by Karin Zipf (forwarded to the FW committee by John Stiller for additional input) was reviewed.

Action Taken: Committee will prepare a recommendation requesting that a method of evaluating individual salaries for compression be developed. Members’ input on the recommendation should be sent to Chris Duffrin, Committee Chair. The draft recommendation will be reviewed at the next meeting.

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Agenda Item: ECU Diversity Plan (revision dated January 7, 2018)

Discussion: The January 7, 2018 revision to the Diversity Plan was reviewed. The revised plan addressed some of the committee’s suggestions discussed at the December 11, 2017 committee meeting.
Action Taken: Members will share input with Chris Duffrin on whether or not to re-introduce the Diversity Plan document at the January 30, 2018 Faculty Senate meeting.

Assigned additional duties to: Chris Duffrin, Committee Chair, will take appropriate action at the January 30, 2018 based on the committee’s feedback

Meeting adjourned at 5:30 PM

NEXT MEETING: February 8, 2018

ITEMS TO BE DISCUSSED: Not identified at adjournment.