

COMMITTEE: Faculty Welfare Committee

MEETING DATE: October 10, 2013 @ 3:00 pm

PERSON PRESIDING: Linda Crane-Mitchell

REGULAR MEMBERS IN ATTENDANCE: Linda Crane-Mitchell, Eric Horsman, Amanda Klein, Susan Pearce, Melissa Nasea, Alexandra Shlapentokh

EX-OFFICIO MEMBERS IN ATTENDANCE: Lakesha Alston, John Given, Susan Simpson, Lisa Sutton

OTHERS IN ATTENDANCE: Lori Lee

ACTIONS OF MEETING

Agenda Item:

Emeritus Status for Deceased Faculty Members

Discussion:

By general consensus, we think it is reasonable to grant emeritus status to deserving deceased faculty upon request. A few questions must be addressed. For example, living emeritus faculty members are listed in the University Undergraduate and Graduate Catalogs because they are resources for the community. Currently, once deceased, emeritus faculty are removed from the catalogs. In recognition of their accomplishments, perhaps a list of deceased emeritus faculty could be created on the University website.

Action Taken:

We recommend emeritus status be granted to deserving deceased faculty upon request.

We recommend modification of the ECU Faculty Manual, Part VIII, Section I.D.4. as follows:

Based on criteria specified in the unit code and upon recommendation by the unit personnel committee and appropriate administrators, the Chancellor may confer the title "emeritus" or "emerita" upon a retired **(including Phased Retirement participant)**, or permanently disabled, **or deceased** faculty member, ~~including a Phased Retirement participant~~, who has made a significant contribution to the university through a long and distinguished record of scholarship, teaching, and/or service.

We recommend modification of the ECU Faculty Manual, Part XI, Section I.VI. as follows:

Upon the recommendation of the unit personnel committee, unit head, appropriate dean, and appropriate vice chancellor, in accordance with criteria defined in the unit code, the chancellor may grant the faculty retiree emeritus status (as defined in Personnel Policies and Procedures for the Faculty, ECU Faculty Manual, Part VIII, Section I.) which includes **listing in Undergraduate and Graduate Catalogs**, the continuance of eligibility to march, wearing appropriate regalia, in University commencement exercises and other University formal processions, as active faculty.

Agenda Item:

Drug abuse policy

Action Taken:

Brenda Killingsworth will contact the University attorney's office for clarification.
Discussion at November meeting.

Agenda Item:

Intermittent leave policy

Discussion:

A draft policy now under consideration would add provisions for inclusion of intermittent leave in the Faculty Serious Illness and Parental Leave policy. Lisa Sutton explains that one issue in particular that needs to be worked through is whether a blanket policy can be established to cover both 9-month and 12-month faculty. The draft policy is being reviewed by the University attorney.

Action Taken:

Schedule meeting with University attorney prior to the November Faculty Welfare meeting.
Discussion to be held during November meeting.

Agenda Item:

Mentoring program

Discussion:

Last year the committee discussed working to establish a formal, University-wide faculty mentoring program. One concern raised centered on the issue making the program mandatory. Several new suggestions provide possible paths to establish a flexible, non-compulsory program. For example, we could create a list of willing mentors for interested new faculty to contact. Additionally, it might be helpful to have multiple different program models available to serve the range of different mentoring needs. Along these lines, we could consider creation of focused mentoring groups for people likely to have similar needs, like non-American citizens, women, minorities, etc. Perhaps most importantly, it would be very helpful to clarify the process for all involved, as currently no real centralized information source exists.

Action Taken:

Susan Pearce will work with Rachel Roper to develop a set of suggestions for further discussion.
Roper and Pearce will report back during the November meeting.

Agenda Item:

University child care facility

Discussion:

The Child Care Report started during the 2012-2013 academic year is being revised and will be distributed to the Faculty Welfare Committee before the November meeting. The responsible sub-committee (Linda Crane-Mitchell, Melissa Nasea, and Christine Avenarius, who is continuing from last year despite ending her term on the FWC), met to finalize revisions to the online survey that will be administered via IPAR and Qualtrics. Survey results should be available by December. Once the results are available for discussion, perhaps we should consider expanding the sub-committee to better represent the broad interests of the University community. For example, maybe we could include a representative from each college. In order to succeed, the facility should probably have a broad mission encompassing not only child care but also service learning, early childhood learning and health, etc.

Action Taken:

Complete final changes to survey and submit to IPAR for dissemination.
Discuss survey results at the December meeting.

Agenda Item:

Gender distribution of University faculty

Action Taken:

Brenda Killingsworth is helping with data analysis.

Agenda Item:

Contingent appointments

Discussion:

A significant portion of University faculty have contingent appointments, but these faculty are not well represented in University governance. This Committee can make recommendations to the Faculty Governance Committee. One way to improve representation of fixed-term faculty would be to add official representation in the Faculty Senate. Another way would be to allow fixed-term faculty to serve as regular members on University committee. Currently, they can serve on committees only as ex officio members or if appointed by the Chair of the Faculty.

Action Taken:

Create a sub-committee to establish more clearly in what roles fixed-term faculty are currently allowed to serve so that we can move forward with discussion of how to increase their representation in governance. Sub-committee members include John Given, Karen Mulcahy, and Lisa Sutton.

Agenda Item:

Safety emails

Action Taken:

Approval of a draft email regarding power outage safety procedures, distributed by Susan Simpson after consultation with Tom Pohlman of Environmental Health and Safety.

NEXT MEETING: November 14, 2013 @ 3:00pm

ITEMS TO BE DISCUSSED: Drug abuse policy, intermittent leave policy, faculty mentoring, campus childcare facility, gender distribution of faculty, representation of faculty with contingent appointments, safety emails, on-campus weapons policy