

COMMITTEE: Faculty Welfare Committee

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

PERSON PRESIDING: Linda Crane-Mitchell & Brenda Killingsworth

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

EX-OFFICIO MEMBERS IN ATTENDANCE: Lakesha Alston, John Given, Ali Al-Sharadqah, Susan Simpson,

OTHERS IN ATTENDANCE: Lori Lee

ACTIONS OF MEETING

Agenda Item:

Welcome to new ex officio Committee member Ali Al-Sharadqah, representative of the Chair of the Faculty.

Action Taken:

We extend a warm welcome to Ali.

Agenda Item:

Approval of the minutes from the October 2013 meeting.

Action Taken:

Approved.

Agenda Item:

Use of Committee SharePoint site

Discussion:

All committees have a SharePoint site, which allows members to share files, conduct online discussions, etc. Only committee members have access to a given SharePoint site. When using the SharePoint site, please keep material, discussions, etc. limited to items pertinent to the entire Committee.

One specific document now on the SharePoint site is a timeline of committee business in spreadsheet form. One feature of the timeline is dates of meetings for the Committee, the Faculty Senate, other with which we conduct business, etc. Another feature is a list of topics of business, including actively involved Committee members, dates of meetings and actions taken, etc. The timeline is a living document; please feel free to edit it or email Brenda Killingsworth with edits.

Action Taken:

We will use the SharePoint site to share files and emails, to conduct discussions, and generally conduct business pertinent to all Committee members. We will endeavor to post material (e.g. subcommittee draft reports) to the site one week prior to Committee meetings.

In order to have sufficient time to work through Committee business in the Spring 2014 term, we will add a meeting to the schedule on Thursday, 20 March from 2:30 to 4:00 pm.

Agenda Item:

Safety emails

Discussion:

Drafts of two upcoming safety emails were recently distributed to the Committee for comments. The two topics covered are (1) the implementation of new state legislation allowing possession of firearms in vehicles on campus, and (2) upcoming installation of new locks on classroom doors. Discussion indicates both documents are acceptable to the Committee for distribution after minor changes to wording.

Action Taken:

Susan Simpson will forward the revised drafts to Tom Pohlman for approval. After this approval, Lori Lee will distribute the weapons policy email in November and the classroom locks email in December.

Agenda Item:

Fixed-term faculty contingent appointments

Discussion:

John Given presents a draft resolution, developed by the responsible subcommittee, allowing for inclusion of interested fixed-term faculty in University governance. If approved by the Committee, the draft resolution will be sent to the Faculty Governance Committee for consideration.

Discussion demonstrates broad approval of the resolution goals and text. One concern raised is that fixed-term faculty are especially susceptible to pressure from administration as a consequence of limited guaranteed employment duration and current lack of a voice in governance. Perhaps some governance functions should therefore be limited to tenured faculty. The subcommittee recognized this situation and attempted to incorporate flexibility about specific roles available to fixed-term faculty into the draft text. The Faculty Governance Committee will consider possible restrictions more specifically. As a reminder, the overarching goal is to provide opportunities for increased involvement of interested fixed-term faculty in governance. Providing a voice to underrepresented faculty is intended to help improve upon the circumstances that currently lead to concerns about fixed-term faculty bring fully involved.

Action Taken:

Unanimous approval of the draft resolution text.

Agenda Item:

HIPAA PRRs

Discussion

Rachel Roper reports that on Nov 6th, she sent the interim PRRs to 14 Brody faculty potentially affected by HIPAA. Conversations are ongoing about wording, etc. For example, some people feel the word 'individual' is impersonal and would prefer 'patient.' The latter, however, is not always appropriate as these draft regulations cover research subjects and other persons who are not necessarily patients. Based on conversations with attorneys working on the documents, the current language was used to keep the text as similar as possible to federal text. Another concern raised was a lack of clear reference to distinctions between regulations for minors versus adults.

Action Taken:

We will continue discussion of this matter at the December FWC meeting.

Agenda Item:

Intermittent leave policy

Discussion

One or more forums are planned for the Spring 2014 term to obtain input comments on proposed changes to the intermittent leave policy, as drafted by the FWC and EPA Personnel Policies Committee.

Action Taken:

We will review the draft policy changes when available.

Agenda Item:

University-wide Faculty Mentoring Program

Discussion

A variety of faculty mentoring programs is in progress. A recent promotion and tenure workshop (organized by the Chancellors Committee on the Status of Women) on the main campus included a concerted effort to develop inter-college mentoring groups. A similar workshop will be held in the Spring 2014 (Feb 11th and 12th) term on the west campus. National Science Foundation ADVANCE team (Hapke, Putnam Evans, Roper, Van Willigen and Brown are PIs) put in a grant for funds to support mentoring and promotion of women and minorities in STEM fields within ECU. These programs would be open to all faculty in all disciplines. Discussions are actively ongoing (CCSW) regarding mentoring or presentation programs for fixed-term faculty members. Please contact Rachel Roper for more information or if you are potentially interested in helping with this effort.

Action Taken:

We will continue to seek opportunities to support additional mentoring.

Agenda Item:

Update on State Health Plan Issues

Discussion

We now have a list of FWC chairs at other UNC campuses.

Action Taken:

We will converse with these committee chairs in the interest of system-wide faculty welfare regarding NC State Health Plan issues.

Agenda Item:

Committee Feedback on Associate VC of Human Resources Search

Discussion

The candidates for this position have now all visited ECU. Their presentations were recorded and will be posted to SharePoint. Please provide feedback on candidates as soon as possible – hiring discussions are in progress.

Action Taken:

None

Agenda Item:

Teleworking PRR

Discussion

Teleworking policies are being discussed but have not yet been forwarded to the FWC.

Action Taken:

We will review these policies when provided to us.

Agenda Item:

ECU Lactation Policy

Discussion

The final interim regulation regarding lactation support has been sent to the FWC for discussion. This policy was previously reviewed by the FWC. At that time, the Committee requested explicit inclusion of the word "faculty" in the definition of "employee." The document recently forwarded to the FWC does not include the requested language.

Action Taken:

We recommend modification of the Section 2 (Departmental Responsibilities) of the draft regulation as follows:

Departments within East Carolina University will provide space, privacy, and time for nursing mothers to express breast milk ~~for up to one year~~ after the birth of a child.

- 1.1. Information – Employees **(faculty, staff, and where relevant, students employed by the university)** shall be advised of this program at the time of application for maternity leave by the appropriate Benefits Counselor. In addition, information regarding this program will be available on appropriate websites.
- 1.2. Space – At an employee's request, departments will work with the employee to provide a designated private space that is not in a restroom or other common area for the expression of breast milk ~~for up to one year~~ after the birth of a child.

With these recommended modifications in place, we approve of the draft regulation and suggest it be sent to the Faculty Senate for final approval.

Agenda Item:

Identification of Routine Reports Relevant to Faculty Welfare

Discussion

Numerous reports with information relevant to faculty welfare are routinely produced by a variety of entities with the University. Many of these reports are available to this Committee (and others) upon request.

Action Taken:

The FWC will request data / reports pertinent to faculty welfare from a variety of sources, as identified by Committee members and others.

Agenda Item:

New Business

Discussion

Revision of the University Strategic Plan is now under way. Forums will be held to help to solicit feedback on the plan. In its current draft state, the Plan includes no mention of University climate goals, broad diversity goals, or issues of equity in general.

Action Taken:

Unanimous support for a motion to strongly suggest inclusion of broad equity and diversity goals in the University Strategic Plan.

NEXT MEETING: December 12, 2013 @ 3:00pm

ITEMS TO BE DISCUSSED: Drug abuse policy; campus childcare facility; gender, salary, rank and position distribution of faculty.