COMMITTEE: Faculty Welfare Committee

MEETING DATE: January 17th, 2013

PERSON PRESIDING: Rachel Roper (Chair)

REGULAR MEMBERS IN ATTENDANCE:
Susan Pearce
Ken Ferguson
Amanda Klein
Linda Crane-Mitchell
John Dixon
John Howard

EX-OFFICIO MEMBERS IN ATTENDANCE:
Karen Mulcahy
Susan Simpson
John Toller
Lisa Sutton

OTHERS IN ATTENDANCE:
Lori Lee
Marilyn Sheerer
Phyllis Horns

ACTIONS OF MEETING

Agenda Item:
Approval of minutes from Dec 13 2012 meeting

Discussion:
None.

Action Taken:
Approved

Assigned additional duties to:
None.

Agenda Item:
Status of Spousal Hiring Policy

Discussion:
Marilyn Sheerer (Provost and Senior Vice Chancellor for Academic Affairs) and Phyllis Horns (Vice Chancellor for Health Sciences) attended this meeting to discuss why the Faculty Welfare Committee’s recommended changes to the Spousal Hiring Policy were not approved by the Chancellor. Dr. Sheerer explained that the changes were rejected based on #4 based on this wording:
“If an individual is a recommended finalist for a position or is currently serving and the applicant’s spouse or domestic partner desires University employment, and the University has an available position for which the spouse or domestic partner is qualified, a waiver of advertising for the second position must be obtained from the Office of Equity, Diversity, and Community Relations and from the Department of Human Resources.”

This change implies that waivers are easy to acquire/automatic when they are not.

**Action Taken:**
The committee agreed to amend the language.

**Assigned additional duties to:**
Rachel Roper will revise the policy language to read “may request a waiver” and will send the document to Dr. Sheerer for approval.

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**Agenda Item:**
Status of research on child care facility

**Discussion:**
Linda Crane-Mitchell discussed her subcommittee’s progress and plans to identify a graduate student who will administer a campus-wide survey determining the need for a university child care facility.

**Action Taken:**
None

**Assigned additional duties to:**
The subcommittee will continue to meet and discuss this issue

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**Agenda Item:**
Status of next campus safety email

**Discussion:**
The next campus safety email will cover how faculty should handle a fire emergency as well as the instructor’s role in evacuation.

**Action Taken:**
The committee agreed to combine these two email topics into a single safety email.

**Assigned additional duties to:**
Susan Simpson will send this document to the Faculty Senate for review.
Agenda Item:
Status of revisions to parental leave policy

Discussion:
John Howard, chair of the subcommittee that is reviewing ECU’s parental leave policy, presented the subcommittee’s suggestions:
- to revisit the university’s intermittent leave policy so that it is more flexible and in harmony with FMLA regulations
- to open up a discussion of differential leave policies on east and west campuses
- to make spousal/partner leave benefits equal (rather than the current 12 week and 3 week paid leaves).
However, FMLA does not guarantee 12 weeks of leave to people in that situation. Additionally, for budgetary reasons adding more paid leave time likely won’t be well received.

Action Taken:
None.

Assigned additional duties to:
The subcommittee will meet again to draft up some recommendations for changes to this policy

NEXT MEETING:
Feb 14, 2013 @ 3pm

ITEMS TO BE DISCUSSED:
Status of research on child care facility
Status of revisions to parental leave policy
Status of Spousal Hiring Policy