COMMITTEE: Faculty Welfare Committee

MEETING DATE: December 8, 2011 @ 3pm

PERSON PRESIDING: Ken Ferguson

REGULAR MEMBERS IN ATTENDANCE: Ken Ferguson, Christine Avenarius, Amanda Klein, Rachel Roper, Pat Long, Eric Horsman, John Toller, Laura Spratley (student representative)

EX-OFFICIO MEMBERS IN ATTENDANCE: Linda Ingalls

OTHERS IN ATTENDANCE: Lori Lee, Tom Pohlman

ACTIONS OF MEETING

Agenda Item:
Vote on minutes from 11.10.11

Action Taken:
Minutes approved

Agenda Item:
Tom Pohlman (Office of Environmental Health & Safety) returned to discuss campus safety with renewed urgency in light of the infamous “umbrella-gun” incident that resulted in a campus-wide lockdown. In particular, Mr. Pohlman asked for the committee to sponsor a series of monthly e-mails covering different campus-safety related issues. He would like for the committee to send the first e-mail in January 2012.

Discussion:
The committee agreed to send these e-mails out and also had some suggestions about how to improve campus safety in general:
- include links in e-mails to further information about how to handle various emergency situations such as severe weather, lockdown, etc.
- each room on ECU campus should include a map of a practical evacuation plan
- a link on the ECU homepage that will take users directly to campus safety information (like the OneStop, Blackboard, and e-mail icons that appear on the top right hand corner of the homepage)
- take a look at how other universities have established emergency protocols
- send out more frequent, regular alerts/updates during emergency situations (even if no new information is included in these updates)
- advise students not to post inaccurate information on social media sites during emergency situations

Action Taken:
We will send these e-mails out in January 2012

Agenda Item:
30 Day Travel Reimbursement

Discussion:
At the last meeting the committee discussed possibly getting this 30 day filing period extended. However, Ken Ferguson investigated the issue and state law mandates that all travel requests must be filed within 30
days. However, according to the official documents, the department chair can allow exceptions in justified cases.

Concern was also expressed over faculty needing to put large travel expenses on their own credit cards before getting reimbursed.

The committee would still like to speak to Anne Jenkins about travel reimbursements, however, and to encourage those working in the travel office to be more flexible about small errors.

**Action Taken:**
The committee will invite Anne Jenkins to attend the next meeting.

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**Agenda Item:**
Faculty Spousal or Domestic Partner Hiring Policy

**Discussion:**
The committee was asked to review a document outlining ECU’s Standard Operating Procedures re: Faculty Spousal or Domestic Partner Hiring. The committee was most concerned about procedure #3, which implies that spousal hires are hired under the exact same procedures as other job candidates, though this is, of course, not true. We may ask for this phrasing to be altered to remove the word “only.”

The committee feels that policies supporting Faculty Spousal or Domestic Partner Hiring strengthen the University by allowing ECU to recruit top job candidates who might not otherwise consider the position. In addition, spousal hires are seen as a family friendly policy, and can aid in increasing diversity on campus, especially in academic fields where women are under represented.

**Action Taken:**
Tabled until January 2012

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**Agenda Item:**
Faculty Scholarly Reassignment

**Discussion:**
The committee was asked to look through the guidelines on Faculty Scholarly Reassignment from the UNC policy manual.

**Action Taken:**
The committee felt that these guidelines were reasonable. Of course, there is not any money for reassigned time right now any way. We will continue to discuss in January 2012.

**NEXT MEETING:** January 2012  **ITEMS TO BE DISCUSSED:** see above