COMMITTEE: Faculty Welfare Committee
MEETING DATE: December 12, 2013 @ 3:00 pm
PERSON PRESIDING: Brenda Killingsworth
REGULAR MEMBERS IN ATTENDANCE: Eric Horsman, Brenda Killingsworth, Melissa Nasea, Susan Pearce, Rachel Roper, 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: Approval of the minutes from the November 2013 meeting.

Discussion: Rachel Roper offered suggestions via email and stated them out loud during the meeting.

Action Taken: Approved with the suggested changes.

Agenda Item: Results of two items sent by FWC to Faculty Senate

Discussion: The Faculty Senate recently considered two items we sent: (1) a resolution allowing for inclusion of interested fixed-term faculty in University governance, and (2) suggested modifications to the ECU lactation policy.

The resolution allowing for increased fixed-term faculty governance opportunities was amended by the Faculty Senate. Specifically, the Spring 2014 deadline for action was removed to allow for a more thorough review of current duties and responsibilities of fixed-term faculty.

The suggested modifications to the ECU lactation policy were passed.

Action Taken: No further action at this point.

Agenda Item: Campus weapons policy review: Review of Faculty Manual

Discussion: The University has revised its weapons policy in response to amendments recently made by the General Assembly concerning weapons on campus. The FWC has been asked to review the relevant section of the faculty manual.
Action Taken:
We recommend the following modification to Part 11, Section 5 of the Faculty Manual:

II. Weapons Policy

It is a violation of University policy for a member of the University community to possess and/or use a weapon on any university owned or controlled property, or at extracurricular events sponsored by the university. Any faculty member who violates this policy may be subject to serious sanctions imposed by the university in accordance with due process as outlined in the university’s tenure and promotion policies and procedures, as well as punishment in accordance with state criminal law. For further details and certain exceptions, see North Carolina General Statute § 14-269.2 located online at: http://www.ncga.state.nc.us

http://www.ncga.state.nc.us/EnactedLegislation/Statutes/HTML/BySection/Chapter_14/GS_14-269.2.html (FS Resolution #11-20, February 2011)

Agenda Item:
Campus weapons policy: Review of interim PRR Concerning Weapons on Campus

Discussion:
The University has revised its weapons policy in response to amendments recently made by the General Assembly concerning weapons on campus. The FWC has been asked to review the interim PRR.

Action Taken:
We recommend the following modifications to Section 2 of the interim PRR:

2.2 The statute makes it a misdemeanor “for any person to possess or carry, whether openly or concealed, any BB gun, air rifle, air pistol, bowie knife, dirk, dagger, slingshot, leaded cane, switchblade knife, blackjack, metallic knuckles, razors and razor blades (except solely for personal shaving), firework or any sharp pointed or edged instrument except instructional supplies, unaltered nail files, and clips and tools used solely for the preparation of food, instruction, and maintenance on educational property.”

2.3 The statute does not apply to:

2.3.1 A weapon used solely for educational, research, clinical or school-sanctioned ceremonial purposes or used in a school-approved program or activity conducted under the supervision of an adult whose supervision has been approved by the school authority;

Agenda Item:
Gender, Salary, Rank, Position distribution of University Faculty

Discussion
Rachel Roper is analyzing data provided by IPAR to Faculty Welfare Committee. She is specifically investigating gender distribution of University faculty as a function of salary, rank, department, and position,
and comparing these with national averages. The compiled data will be compared with the “Oklahoma Study.” These data are available to all Faculty Welfare Committee members for analysis. Lakesha Alston notes that the Office of Equity and Diversity is pursuing a study of salary equity with a focus on faculty. A nationally recognized expert is being engaged to oversee the analysis. According to the Provost, the Chancellor has committed to support this study. The Chancellor’s Committee on The Status of Women has been requesting this study since Fall 2011.

One important step toward maximizing the utility of these studies and others is providing high-quality input data. Accordingly, it is very important that demographic data for University employees is up-to-date in OneStop. For example, approximately 10% of profiles in profiles currently have unknown race, ethnicity, or gender. Please encourage everyone in your unit to check OneStop and ensure his / her information is correct.

**Action Taken:**
We will invite someone from IPAR to a future FWC meeting to discuss current data, available reports, how data are analyzed, etc. One possible invitee is Skip Kirby, the interim research director at IPAR.

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**Agenda Item:**
Twelve-month faculty intermittent leave policy

**Discussion**
A draft uniform leave policy for twelve-month faculty was presented to the Academic Council last year but was sent back for revision. A revised draft policy will be submitted to the Academic Council and will include 24 days of leave that accrue if unused and 12 days of sick leave that accrue. Faculty can also apply to receive additional leave days from a pool of voluntarily contributed leave days.

One impediment to implementation of a new leave plan is a lack of information about how much leave people have used or have available. Some units across campus keep excellent records of this information and others keep essentially no records.

**Action Taken:**
We will continue to discuss this matter as it progresses.

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**Agenda Item:**
HIPAA

**Discussion**
Rachel Roper sent all of the HIPAA-related PRRs to 14 Brody faculty for comments and received responses from one person. These specific comments tended to focus on details of word usage (e.g. patient) that, in the opinion of Roper and others, is unnecessarily restrictive. These comments were forwarded to responsible parties at Brody.

The FWC now needs to review the HIPAA-related PRR.

**Action Taken:**
After discussion and review, approval of the PRR as originally distributed to Brody faculty.

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**Agenda Item:**
Possible future agenda items
Discussion
Ideas for future agenda items include:
- Sexual harassment / assault policies: a new PRR will be soon be submitted to the FWC for review
- IPAR visitor
- Drug abuse policy visitor
- University child care facility

NEXT MEETING:    February 13, 2014 @ 3:00 pm

ITEMS TO BE DISCUSSED: Drug abuse policy; campus childcare facility.