

**COMMITTEE:** Faculty Welfare Committee

**MEETING DATE:** December 11, 2014 @ 3:30-5:30 pm

**PERSON PRESIDING:** Melissa Nasea

**REGULAR MEMBERS IN ATTENDANCE:** Jinling Huang, Jan Mayo, Linda Crane-Mitchell, Melissa Nasea, Susan Pearce (secretary), Rachel Roper, Sandra Seay

**EX-OFFICIO MEMBERS IN ATTENDANCE:** Wendy Sergeant, Susan Simpson, Lisa Sutton,

**OTHERS IN ATTENDANCE:** Lori Lee, Christine Avenarius, Melissa Bard, Kristen Bonatz, Dorothy Muller

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## **ACTIONS OF MEETING**

Agenda Item: November 13, 2014 minutes

Approval of the minutes: Sandra Seay moved to approve, Linda Crane-Mitchell seconded.

Action Taken:

Minutes approved

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Agenda Item: Announcements

The interim lactation policy has been edited. There are 70 requests for maternity leave annually (ca. 70% staff and 30% faculty), and 20 student pregnancies annually. The student health service provides lactation space for students.

Jason, Melissa, and Rachel will go to the IPAR meeting tomorrow to request new data regarding faculty equity.

Ian has inquired about lactation space in Rivers and there is no permanent room available.

Rachel reported that she has presented the committee's findings on gender makeups of departments and studies on gender bias in higher education to the Provost, who is very supportive and suggested talking to the Deans.

Action Taken: No action was necessary.

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Agenda Item: Mentoring Program at ECU.

Dorothy Muller of the Office for Faculty Excellence presented the history of mentoring initiatives at ECU and a proposal for a new initiative to enhance mentoring. The history includes a spring 2009 report (pp. 13-14) of the units that provided mentoring (those that indicated "not yet" have followed up to report that they are providing mentoring).

The proposal is to create a Faculty Senate service opportunity to receive service credit similar to what faculty receive in participating on a Faculty Senate committee. Such recognition would encourage more faculty to serve as mentors and would be a collaboration with the Office for Faculty Excellence. Faculty would respond to an annual call for service as a faculty mentor. Their applications would be forwarded to the OFE. Up to 15 faculty would be chosen by a Mentoring Program Advisory Committee consisting of members from the OFE, the Faculty Welfare Committee, and others designated by the Office of the Provost, to serve as mentors for a period of two years. Each mentor would work with 1 or 2 faculty each semester, and a letter would be sent to the mentors' chairs each year

reporting this effort as service. Dorothy Muller suggested an 8-hour training program and contact of 4 hours per week for 12 weeks. Hopefully, a funded Outstanding Mentor Award could be established and given annually.

The mentors would preferably be outside of the mentee's department, since some are reluctant to request assistance from someone who may evaluate them.

Discussion: Committee members asked: Could research dollars be attached? Response: We do not have funds but could help faculty identify research dollars.

Question: What kind of support are you looking for from this committee?

Dorothy: I would like a recommendation of support for the idea that this group or another group would present to Faculty Senate. The proposal is a working document to be fleshed out if there is enough interest.

Sandra responded that some aspects of the document we were given are vague, and that 4 hours a week for 12 weeks is a lot of time. Departments would see it as more worthwhile if research were attached. But, Susan Simpson mentioned that a research relationship could shift the relationship.

Rachel Roper reported on the mentoring discussion that this committee had related to gender issues and women's advancement. Rachel was one of the PIs on an application for a NSF ADVANCE grant, but it was not funded. The committee is planning to submit a revised proposal in Fall 2015.

#### Action Taken:

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The committee passed a motion (made by Rachel Roper, seconded by Jan Mayo) to the Committee on Committees to consider the creation of a committee. The motion reads as follows:

"The Faculty Welfare Committee moves that the Committee on Committees consider the creation of a standing Faculty Mentoring Committee to increase the efforts currently underway in the Office for Faculty Excellence."

Melissa will send the motion to the Chair of the Committee on Committees and include the information Dorothy Muller provided.

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#### Agenda Item: Drug Abuse Policy

Kristen Bonatz, Associate University Attorney, East Campus, offered background about and answered questions regarding the proposed revision to the Policy on Drug Abuse. The below questions were discussed:

- Does this apply to off-campus offenses?
- What about due process?
- Can we add something about how punishment is related to the person's status?
- Who do you contact if you think there is a problem?
- What if you are going for help for a substance abuse problem and this gets you in trouble?
- Can the term "confidentiality" be clarified? The committee suggested the word "protection."
- Do students, faculty, and staff have a responsibility to report?
- Under 4.5: can someone get fired?
- Is abuse of prescription drugs or alcohol covered?
- The last line of 4.5 should be suspension or removal to be parallel with the rest of the section.
- What is the consequence of not notifying in 4.6? The committee suggested adding "disciplinary action."
- Under 6.1, should we add "at new faculty orientation"?
- What if students are using a drug in a place where it is legal, like Colorado or Amsterdam?
- Does this statement about double jeopardy also apply in cases of sexual assault accusations?

- What if a faculty member says “I didn’t know there was a policy?” Will disciplinary action be taken?

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Action Taken: Kristen was asked to come back to our committee with editorial changes by the Feb. 12 meeting.

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Agenda Item: Report on Child Care survey by Linda Crane-Mitchell and Christine Avenarius  
This subcommittee report was submitted to the committee. There was a Senate Resolution in 2006 to establish a child care center. There had been a task force set up previously but it did not include the student population, as the 2014 survey did. The survey found a need for child care services across the populations, including students. Although faculty need was not among the strongest reported, Rachel mentioned that it could be because some faculty have left ECU due to a lack of child care support. Other committee members mentioned that women faculty have spoken up about work-family balance challenges at ECU.

Linda and Christine have been asked to do an updated survey; IPAR has suggested it go out in March since January and February are heavy months for surveys on campus. Rather than a stratified random sample, this would be a purposive sample, and also would serve the purpose of raising awareness about the issue. The committee discussed sending it out over Announce, etc.

Lori suggested sending this existing report to Staff Senate, Faculty Senate, Student Government Association, Graduate and Professional Student Senate, and other leaders such as Rick Niswander. She suggested saying that there is a need and review what has been done in the past. There is no need to wait for the new survey results.

The 2013 Task Force laid out numbers and cost. This proposal includes the new idea of tapping into student fees. It was suggested that this report include ideas from other universities such as Wisconsin.

Sandra mentioned that qualitative research could be useful, since some students are taking care of a sibling’s children or their own siblings. Susan suggested adding questions to the survey that would tap into these broader child-care needs.

The subcommittee will follow up with these suggestions to report to these various bodies, send out the new survey, and report back to the Faculty Welfare Committee. The subcommittee’s work will then be done.

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Action Taken: Rachel made a motion that the committee support these two women and empower them to contact the Senates and GSA. This was seconded by Sandra. Motion was passed.

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Agenda Item: Motion to adjourn by Rachel Roper, seconded by Sandra Seay.

Action Taken: Committee voted to adjourn.

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**NEXT MEETING:** January 22, 2015

**ITEMS TO BE DISCUSSED:**

East campus areas without currently designated lactation space with guest Kim Higdon

Childcare subcommittee update (revisions to report) - Linda Crane-Mitchell

Future Meetings & agendas:

February 12, 2015

Revisions to Policy on Drug Abuse with guest Kristen Bonatz

March 19, 2015

April 9, 2015

FWC Annual Report

Tentative Agenda for future meeting in 2014/2015:

12 month faculty leave plan & bridge plan