COMMITTEE: Faculty Welfare Committee

MEETING DATE: Feb 9th 2012 @ 3:30 pm

PERSON PRESIDING: Ken Ferguson

REGULAR MEMBERS IN ATTENDANCE: Christine Avenarius, Rachel Roper, Amanda Klein, Erick Green, John Toller

EX-OFFICIO MEMBERS IN ATTENDANCE: Deedee Glascoff, Linda Ingalls

OTHERS IN ATTENDANCE: Marianna Walker, Lori Lee

ACTIONS OF MEETING

Agenda Item: Safety E-mail Initiative

Discussion: Marianna Walker reported that the Faculty Senate had some questions and concerns regarding the e-mails sent out on behalf of the FWC re: recommended safety precautions for faculty. Although this e-mail (which was to be the first of many sent out by the FWC) was written in consultation with the Office of Environmental Health & Safety, the Faculty Senate wanted to know:
-what exactly are faculty members responsible for? If, for example, they fail to bring a cell phone to class and there is a lockdown, will there be a penalty?
-is this e-mail a mandate or simply “advice”?
-is it necessary for these e-mails to be approved by the campus attorneys before they are sent out?

The Faculty Senate would like to discuss these issues with the FWC and they also recommend that we consult with campus attorneys

Other ideas discussed:
-should classrooms have signs listing safety protocols for different emergency situations?
-should every classroom contain a flashlight? An AED?

Assigned additional duties to:
Ken Ferguson will attend the February meeting of the Faculty Senate in order to discuss these issues. After Ken discusses this with the FS, our committee will proceed with their recommendations.

Agenda Item: Approve minutes from the December meeting

Discussion: We did not have a quorum at the Jan meeting so we need to approve Dec minutes at this meeting

Action Taken: Minutes approved

Agenda Item: Approve minutes from the Jan meeting

Discussion:
Rachel Roper noted that a discussion of the Spousal and Domestic Partner SOP occurred at the end of the Jan 2012 meeting – language was added to the document and was approved by the FWC – but these actions were not documented in the Jan minutes.

**Action Taken:**
Amanda Klein will make the changes to the Jan 2012 minutes and e-mail them back out to the committee

**Agenda Item:** Discuss Faculty Spousal and Domestic Hiring Policy SOP

**Discussion:**
There was some confusion among committee members regarding the status of this SOP. Was it ever approved by a university committee? Rachel Roper was sent a link to this particular SOP by Amy Waters of the Office of Equity Diversity and Community Relations (indeed, Rachel sent out the link to this document out to the committee just after the meeting and it does appear to have been approved by a university committee. I am including the links here for future reference):

http://www.ecu.edu/cs-acad/edc/upload/Faculty-Spousal-and-Domestic-Partner-Hiring-SOP_FINAL_approved-08-17-2010.pdf

It is also available at this link
http://www.ecu.edu/cs-acad/edc/PoliciesAndProcedures.cfm

Other issues that were discussed in relation to this SOP:
- if “domestic partner” remains in the SOP, then do we need to define what a “domestic partner” is? Does the term only apply to romantic couples?
- does the state of NC allow for this term to be applied to unmarried couples and can hiring policies be extended to unmarried couples?
- do we need to consult campus attorneys about defining the term “domestic partners”?
- someone mentioned that UNC-Wilmington had defined the term in their spousal hiring SOP
- Linda Ingalls mentioned that UNC-Asheville included domestic partnerships in their spousal hiring SOP as part of their overall diversity initiative
- does a Faculty Spousal and Domestic Hiring Policy SOP violate the EEO policies because it would imply that not all candidates for a position are equal?

**Action Taken:**
- Linda Ingalls agreed to investigate whether the Faculty Spousal and Domestic Hiring Policy SOP we are currently discussing was truly approved by a committee and if so, what is its current status
- We will have campus attorneys attend the March meeting to advise on the language to be used in this SOP

**Assigned additional duties to:**
Ken Ferguson will arrange for campus attorneys to attend March meeting of the FWC.

**Agenda Item:** Faculty Scholarly Reassignment

**Discussion:**
Ken Ferguson had some suggested changes for this document:

2. Definition
2.1. Faculty Scholarly Reassignment – an approved reassignment for a defined period of time in order for a faculty member to pursue full-time a project involving research or creative activity of truly exceptional
3.3. A probationary term (tenure-track) faculty member is normally ineligible to apply for these scholarly reassignments. An exception may be made only if the proposed research or creative activity is of truly exceptional merit. The faculty member must be in his/her last probationary year, and if awarded, the reassignment is contingent upon receiving tenure prior to beginning the scholarly reassignment.

3.5. Faculty members selected for scholarly reassignments will undergo the annual evaluation process as prescribed by Appendix C, *Personnel Policies and Procedures for the Faculty* Part III of the *ECU Faculty Manual*. *This may not have been discussed, but we are trying to not list specific locations within an appendix in case it changes.*

3.9. During the reassigned period, the faculty member is expected to devote full time to a project *(in addition to duties noted in 3.4 and 3.7 above)* that is expected to result in a tangible creative or scholarly product, e.g., the submission and/or publication of one or more peer reviewed articles, a book or book chapters, a patent, or other creative or scholarly product.

Linda Ingalls reminded the committee that most changes to this document will have to be minimal since the document must be in accordance with UNC policies re: reassigned time. Given that faculty are paid by the state, how and when faculty take reassigned time must be carefully regulated. Our policies must mirror those of UNC as a whole.

**Action Taken:** The committee agreed to the changes suggested by Ken Ferguson

**Agenda Item:** Video Proposal on ECU Campus Lock Down Procedures

**Discussion:**
Erick Green presented a description and preliminary budget sketch for a potential film proposed to be made by ECU for educating ECU community on emergency procedures in case of a campus lockdown. There would be two versions, one ~ 6 minutes, one ~ 15 minutes. The videos would use existing footage from news, scenarios with actors, and interviews with members of the ECU Campus and the Greenville area. The proposed film could be made in coordination with ECU Safety personnel and could be made by faculty and students during summer at relatively modest cost. This process could also be a valuable learning experience for the campus and students. If ultimately approved, John Toller could help to find funding/grants. Faculty Welfare Committee agreed to support the further development this film initiative. Professor Green will consult his department and higher levels of administration and report back in March.

**Action Taken:**
Faculty Welfare Committee agreed to support this film initiative.

**Assigned additional duties to:**
Professor Green will consult his department and higher levels of administration and report back in March

**NEXT MEETING:** 3.15.2012 @ 3:30

**ITEMS TO BE DISCUSSED:**
Behavioral Concerns memo