REVISED COMMITTEE: Faculty Welfare Committee

MEETING DATE: Feb 14, 2013

PERSON PRESIDING: Rachel Roper (chair)

REGULAR MEMBERS IN ATTENDANCE: Ken Ferguson, Rachel Roper, Susan Pearce, Amanda Klein, Christine Avenarius

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Sutton, Karen Mulcahy, Susan Simpson, Susan Beck-Frazier, John Howard

OTHERS IN ATTENDANCE: Lori Lee

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ACTIONS OF MEETING

Agenda Item: Approval of minutes from 1.17.13

Discussion: Susan Simpson had the fire evacuation, safety email sent to faculty via Lori Lee

Action Taken: Minutes are approved – the version that was sent out by Rachel on February 11th email

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Agenda Item: Approval of Supplementary Pay document

Discussion: Rachel reported that the senate voted to approve the document our committee had recommended. Committee looked over changes made to the document

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Agenda Item: Spousal and Domestic Hiring Standard Operating Procedure document

Discussion: The committee discussed the changes made to this document by Rachel Roper and John Howard in the interim between the previous meeting and this meeting. The committee then agreed upon a series of changes, which appear in boldfaced type below:

Introduction: East Carolina University (the "University") is committed to the recruitment and retention of the most qualified faculty. The University further recognizes that this recruitment and retention may involve the necessity of a concomitant appointment for dual career academic couples. Providing a position for a spouse or domestic partner may enable the University to attract and retain top candidates who otherwise would not be available. In addition, spousal hires are seen as a family-friendly policy. The following principles should guide University administration whenever applicable.
Principles:
1. The information set forth in this document applies only to positions that can be filled by a tenured faculty member, tenure-track faculty member, full-time, fixed term faculty member, academic administrator, or EPA non-faculty.
2. This guideline does not guarantee employment or any other obligation with respect to any dual career couples and will not be used to circumvent existing recruitment or hiring procedures.
3. Each candidate must be appropriately qualified, as determined by the department into which they would be appointed, and must complete the actions required of any person to become a candidate for a position and is eligible for selection only through the regular University hiring process.
4. The spouse or domestic partner of a recommended finalist for a position or a currently employed individual can submit an application for an available position for which the spouse or domestic partner is qualified.
5. Deans or unit administrators trying to facilitate a concomitant appointment are encouraged to contact the appropriate department or unit.
6. The initiation and continuation of both appointments shall be entirely within the purview of the appointing unit(s) in accordance with all applicable personnel policies and procedures. Special consideration, or a waiver, for the second position can be requested from the Department of Human Resources and the Office of Equity and Diversity. No department shall be forced into interviewing or appointing a candidate.
7. In some cases, deans or unit administrators may agree to provide bridge funding, if and only if such funds are available. Shared funding should be apportioned for a period of no more than three years and any salary increases over this period will be divided proportionally among the funding units unless otherwise specified in a written memorandum of understanding. All requests for shared funding are considered based on University priorities and available funds.
8. An example of this arrangement is a salary funding split of 1/3 from the original appointment unit, 1/3 from the unit making the concomitant appointment, and 1/3 from the office of the appropriate vice chancellor(s)....

Action Taken:
The committee voted that the document was ready to be reviewed by the Provost, Office of Equity and Diversity and the Vice Chancellor.

Assigned additional duties to:
Susan Beck-Frazier will take the document to the Provost
Rachel Roper will take the document to the Office of Equity and Diversity
Lisa Sutton will take the document to the Vice Chancellor

Agenda Item:
Discussion of the University’s Staff Lactation Policy

Discussion:
The current draft policy applies to ECU staff but not ECU faculty. The committee believes that a similar policy should be drawn up for ECU faculty as well.

Action Taken:
The committee would like to discuss this further in the hopes of outlining a Lactation Policy for ECU faculty

Assigned additional duties to:
No one has yet volunteered to draft this document. Rachel to contact Karen Summerlin to ask about inclusion of faculty.
Agenda Item: Child Care Facility

Discussion:
Christine Avenarius reported on behalf of her subcommittee. The subcommittee has discussed the following issues:
- how does the "no compete" clause impact ECU’s ability to build its own child care center?
- contacting schools with successful childcare facilities and finding out how they were able to get them funded, built, etc.
- creating a survey to distribute across campus to assess need for such a facility
- emphasizing that having a quality child care facility on campus is a recruitment and retention issue at ECU

Action Taken:
The Child Care Facility subcommittee will continue to meet

Assigned additional duties to:
The Child Care Faculty subcommittee

Agenda Item: Retired Faculty Privileges

Discussion:
The committee discussed the benefits of allowing retired faculty to retain their ECU email addresses and maintain ECU-hosted web space

Action Taken:
The committee voted to support this proposal and send to the Faculty Senate

Assigned additional duties to: Rachel will contact Lori Lee about making this resolution to the senate.

ACTIONS OF MEETING

Agenda Item: Faculty mentoring programs

Discussion:
Dorothy Muller compiled information from around the university about mentoring. Lori Lee recommended checking with Dorothy about whether the OFE is doing work in this area and asking if she might attend a meeting this spring – perhaps in April. It is a part of our charge for this year.

Action Taken:
The committee will continue to discuss this issue

Assigned additional duties to: Rachel will contact Dorothy Muller. Ken Ferguson to look through the notebook of compiled mentoring data from OFE.
Agenda Item:
Faculty data on gender, department, rank, tenure status

Discussion:
The Provost has agreed to allow our committee to view faculty data on gender, department, rank, tenure status. There are some confidentiality issues (ECU Attorney) so we may need to sign confidentiality agreements. Years of service was requested due to issues related to fixed term faculty by Karen Mulcahy. Rachel Roper indicated that years in service is not likely to be granted at this time for the dataset due to gender issue and suggested IPAR website and Fact Book for years in service. Future study should request to include years in service.

Susan Pearce mentioned a study of women in STEM fields.

Advanced grant from NSF will be evaluating the climate at ECU by a survey hopefully in Spring 2013.

Action Taken:
Rachel Roper requested the data from IPAR

Assigned additional duties to:
The committee will continue to discuss this issue

NEXT MEETING:  NOTE DATE CHANGE!!! March 7th, 2013 Brewster B-104  3 pm

ITEMS TO BE DISCUSSED:
Spousal hiring Standard Operating Procedures
Reports from our subcommittees on:
   Child care
   Parental leave
   Faculty mentoring programs and ideas