Minutes of Faculty Welfare Committee (FWC), Thursday, March 17, 2011, 3:00 p.m. (330 Rawl Annex)

Regular, voting members present (5): Katrina DuBose (chair), Kenneth, Ferguson, Andrada Ivanescu, John Reisch, Louis Warren (acting secretary)

Regular, voting members absent (2): Christine Avenarius, Michael Hartley

Faculty Welfare Committee Ex-officio members present (4): Chuck Boklage (Rep. of Faculty Senate), Linda Ingalls (Rep of VC for Academic and Student Affairs), Susan Simpson (Rep. of VC for Health Sciences)

Others present (1): Lori Lee

1. Minutes from the February 10, 2011 meeting were approved unanimously.

2. Katrina DuBose reported in consultation with Puri Martinez, chair of the Faculty Governance Committee, the draft policy of scholarly reassignment regulation was sent back to academic council with the comments from both committees.

3. Katrina DuBose reported in consultation with Puri Martinez, chair of the Faculty Governance Committee, the draft policy issue of spousal and domestic hiring was sent back to academic council with the comments from both committees.

4. Katrina DuBose reported that Faculty Senate passed Part VI Section I Employment Policies subsection C. Employee involvement in political candidacy and office holding; Part VI Section I Part L Travel and expense allowances; Part VI Section VII Part B Weapons Policy; Part VI Section I Part E. New Faculty Orientation with few editorial changes and will be forwarded to the Chancellor for approval.

5. John Reisch presented the proposed revisions to Part V – Section G. Faculty Absences and Part VI Section I Part D Leaves of Absence. Katrina DuBose recommended using the title of this section vs. Appendix D – Tenure and Promotion. John suggested that the beginning of this section should state “Leaves of absence include, but not limited to the following:” Linda Ingalls suggested that Personal Leave Policy be linked to Human Resources. John stated the paragraph after Military Service was a draft. Kenneth Ferguson suggested an editorial change of the Military Service paragraph opening statement. Chuck Boklage made a motion to approve changes. Susan Simpson seconded the motion. Motion carried.

6. Proposed revisions to Part VI. General Personnel Policies, Section I. Employment Policies, Subsection B. Collection of Money and Part V: Academic Information, Section I. L Ordering Textbooks and Collateral Material were discussed. Adding auditor to Section I. L was recommended. Kenneth Ferguson made a motion to approve changes. Susan Simpson seconded the motion. Motion carried.
7. Proposed revisions to Part VI. General Personnel Policies, Section I. Employment Policies, Subsection J. Salary Policies were discussed. Removing last two sentences from the first paragraph of Salary Policies was suggested. Statement of “Salaries for summer teaching are paid in accordance with university established payroll schedules in accordance to employee contract” added. I-9 updated forms will be required by Federal Law. Andrada Ivanescu made a motion to approve changes. John Reisch seconded the motion. Motion carried.

8. Proposed revisions to Part VI. General Personnel Policies, Section II. Welfare and Benefits, Subsections A. Hospitalization Insurance, B. Disability Income Plans, C. Mandatory Enrollment in Group Life Program, D. Group Insurance Plans, E. Social Security, F. Deferred Compensation Plan, G. Supplemental Retirement Income Plan of NC (401K), H. Tax Deferred Annuity, I. US Saving Bonds, J. Unemployment Compensation Benefits, K. Vacation and Sick Leave, L. Workers’ Compensation, M. Flex Reimbursement were discussed. II. A. Benefits. The sentence “Some of the Benefits and Leave that are available are highlighted below. Benefits offered to faculty include the following: workers’ compensation, disability income plans, group life program, groups insurance plans, social security, deferred compensation plan, supplemental retirement income plan of NC, tax deferred annuity, US savings bonds, unemployment compensations benefits, flex reimbursement accounts, vacation and sick leave, and faculty serious illness and parental leave policy.” was removed. A HR link will be provided instead. Section B had two sentences added. Section C had no changes. Section D deleted “professional rank who have...” from first sentence. Chuck Boklage made a motion to approve changes. Susan Simpson seconded the motion. Motion carried.

Next meeting: April 7, 2011

Meeting ended at 4:30 pm

Minutes submitted by Louis Warren