

**Minutes of Faculty Welfare Committee (FWC),
Thursday, April 7, 2011, 3:00 p.m. (330 Rawl Annex)**

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

Regular, voting members absent (2): Michael Hartley, John Reisch

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

Others present (2): Lori Lee, John Toller

Actions of the Meeting:

Agenda item 1:

Minutes from the March 17th 2011 meeting were approved unanimously.

Agenda item 2:

Katrina DuBose reported that Part VI Section I Employment Policies Item B. Collection of Money was approved by the Senate.

Agenda item 3:

Katrina DuBose reminded committee members that there are still 4 items listed from the faculty manual that need the committee's attention.

Committee discussed Part VI section I Employment Part I. Retirement. Discussion of acceptance of changes to the language describing the privileges provided by the ECU One Card. No imminent changes to the use of the procedures for obtaining ECU One Cards or their usefulness are expected in the near or distant future.

Committee discussed combining parts H. and I of the Faculty Manual Part VI.

Louis Warren made a motion to approve the changed paragraphs in Part VI as amended. All committee members approved the amendments. No objections. Second motion by Louis Warren to combine parts H. and I under one single heading to simplify the document. Susan Simpson seconded the motion. All committee members approved the merger.

Katrina DuBose initiated a discussion of combining the benefits/leave section in the Faculty Manual with sections on retirement. Linda Ingalls argued that the first sentence in the retirement section (formerly part I), is about "the benefit known as retirement." In the new Faculty Manual the section explaining phased retirement should follow the paragraphs on retirement in general. Louis Warren suggested that the amended section on retirement should kept separate from a section on benefits/leave.

John Toller asked about the so-called “laundry list” of benefits that used to be in the Faculty. Clarification was given the detailed information that the “laundry list” provided, is still valid for faculty. The absence of the strikethrough paragraphs doesn’t signify that faculty don’t have any influence on the content and policies anymore. The information is now accessible through 3 separate links to websites with more information. These links are listed in the new Faculty Manual.

John Toller reminded everyone that if the state stopped their disability policy in the future, ECU would not have to change their disability policy.

Linda Ingalls made a motion to add an additional phrase to section K on emeritus faculty privileges: “in accordance with criteria for emeritus status defined in the unit code.” The rationale is to add an extra reminder that there are criteria for emeritus status and the criteria can be found in a specific location. The amended sentence should read as follows:

Upon the recommendation of the unit personnel committee, unit head, appropriate dean, and appropriate vice chancellor, in accordance with criteria for emeritus status defined in the unit code, the chancellor may grant the faculty retiree emeritus status (....) which includes.... Committee approved the change. No objections.

Katrina DuBose made a motion to link section K with sections I and H (merger of I and H already approved). Committee approved changes. No objections.

Katrina DuBose reminded committee members that some of the presentations of changes to the Faculty Manual that will go to the Senate on April 19th 2011 still have to go to the chancellor for approval. Items that will not gain approval at the final meeting of the senate will have to stay in limbo until September when this committee meets again at the beginning of the next academic year.

Agenda item 4:

Katrina DuBose discussed the Annual Report she has drafted. The final version of the report will be emailed for approval by committee members after the April 19th meeting.

Katrina called committee members attention to Item 6 on the Annual Report that includes a list of business items to be carried over to next year.

Committee members were asked to discuss the order of listings since the order will document institutional memory.

Charles Boklage suggested to add “provide formal advice on” to items 2 and 3 on the list. Committee members then discussed the order of the times. The auditing of classes was discussed and needs further discussion as to what class sizes might be allowed and what degree of formality is needed. It received rank 7 on the list. The mentoring program was deemed more important than the discussion of regulations for faculty auditing classes. The Guidebook for things related to ECU employees was put last on the list (after other items were moved up). It will eventually include many of the items that were taken out of the Faculty Manual during the revision process. Committee members lobbied to give a future discussion of the proposed campus childcare facility higher priority and moved it to place 5 to allow for future visibility of

this discussion in light of retention issues. The final rank order of business items for the next academic year is as follows:

1. Refining FS Resolution of #05-35 and work of Faculty Salary Study Committee
2. Provide formal advice on Faculty Scholarly Reassignment draft policy
3. Provide formal advice on Faculty Spousal or Domestic Partner Hiring draft policy
4. Supplemental Pay Policy for Employees Exempt from the State Personnel Act (EPA) policy
5. Obtain update on proposed campus childcare facility
6. Discussion on improving the mentoring program at ECU
7. Discussion on faculty taking auditing classes
8. “Resource Guide for Faculty” for things related to ECU employees that were removed from Faculty Manual and other sources

Agenda item 5:

State Health Care Plan changes. John Toller talked about the upcoming changes to the State health care plan and asked for input from committee members about best procedures to organize the upcoming open enrollment period. He foresees challenges to reach all ECU employees, and faculty in particular due to the overlap of the anticipated timeline for the enrollment period and the end of the semester (and subsequent absences of 9 months faculty). Most likely the enrollment period will take place between April 18th and May 20th. Mass email will be sent out to ECU employees. Andrada Ivanescu made a suggestion to include flyers in every employees mailbox to ensure reaching people who don't respond or check email. John Toller stressed that the new regulations need to be negotiated on a case by case (or individual) basis.

Other business:

Katrina DuBose thanked outgoing regular voting members John Reisch and Andrada Ivanescu for three years of service on the committee.

The committee thanks Katrina DuBose for her excellent and outstanding service as a committee chair!

Meeting ended at 4:30 pm

Minutes submitted by Christine Avenarius