COMMITTEE: Faculty Welfare Committee

MEETING DATE: April 12, 2012 at 3:30 P.M.

PERSON PRESIDING: Ken Ferguson

REGULAR MEMBERS IN ATTENDANCE: Ken Ferguson, Rachel Roper, Erick Green, Christine Avenarius

EX-OFFICIO MEMBERS IN ATTENDANCE: Susan Simpson, Deedee Glascoff

OTHERS IN ATTENDANCE: Marianna Walker, Lori Lee, John Toller

Agenda Item: Marianna Walker, the chair of the Faculty Senate, asked the committee to give final consideration to Resolution #11-81 (submitted earlier as #11-48), approved by the Faculty Senate, October 4, 2011, but sent back by the Chancellor for further study on October 31, 2011. Faculty Senate Resolution #11-81 contains revisions to the Faculty Manual, Part VI, General Personnel Policies, Section I, Employment Policies, Subsection J, Salary Policies. Chancellor Ballard recorded five reasons for returning the resolution. Resolution #11-81 was under lengthy study by a subcommittee appointed to evaluate this section of the Faculty Manual and to present formal advice on the Resolution. Marianna Walker and others, including Rick Niswander, from Finance Administration, carefully reviewed the Resolution. The Faculty Welfare Committee discussed the Resolution with Walker and was satisfied that the Chancellor’s five reasons for returning the Resolution had been addressed in the revised version.

Action Taken: Resolution #11-81, to revise a section of the Faculty Manual describing the pay policies of the University was passed unanimously and made ready for voting by the Faculty Senate.

Agenda Item: The Faculty Welfare Committee is continuing to cooperate with Tom Pohlman, Environmental Manager of the ECU Environmental Health and Safety Program, to keep the faculty informed on campus safety issues via a series of monthly e-mails. The committee considered the safety e-mail for April, 2012, Medical Emergencies in Your Classroom. The committee reviewed the content of the e-mail and suggested revisions in the language, emending the inappropriate term “patient” and making other changes made solely for clarification and not to alter the material advice to faculty who are faced with medical emergencies while supervising students.

Glascoff recommended that a map identifying the location of all AEDs (automated external defibrillators) on campus be made available to faculty, and that the AEDs be placed within the reach of all faculty, including those of any height. Toller recommended that First Aid courses be made free of charge to interested faculty. First Aid courses are currently $65 to members of the Student Recreation Center and $75 to non-members, according to the Campus Recreation and Wellness website.
Action Taken: After revision, the e-mail document, Medical Emergencies in Your Classroom, was approved by the committee, to be sent to Pohlman for approval before being sent to Lori Lee, secretary of the Faculty Senate, for transmission to the faculty.

Agenda Item: The Faculty Welfare Committee completed its recommendations for revisions to the Faculty Spousal and Domestic Partner Hiring Standard Operating Procedure, first approved by the Academic Council on August 17, 2010. The recommended changes included (1) adding two statements to the Introduction to justify the special purposes satisfied by spousal and domestic partner hiring, (2) deleting the statement from original clause 3 that spousal candidates are “eligible for selection only through the regular University hiring process,” and (3) adding a new clause, now clause 4, that requires that an advertising waiver be sought from the Office of Equity and Diversity and from the Department of Human Resources before a unit can conduct a search for a position meant to be filled by a pre-selected spouse or domestic partner.

Action Taken: The committee unanimously recommended the revisions to the Faculty Spousal and Domestic Partner Hiring Standard Operating Procedure, with the formal advice to be sent to the Faculty Senate for approval.

Unfinished Business: The Faculty Welfare Committee agreed to table the document describing the University Behavioral Concerns team until next term.

NEXT MEETING: September 13, 2012, at 3:00 p.m.