COMMITTEE: Faculty Welfare Committee

MEETING DATE: April 11, 2013

PERSON PRESIDING: Rachel Roper (chair)

REGULAR MEMBERS IN ATTENDANCE: Ken Ferguson, Christine Avenarius, Amanda Klein, Linda Mitchell, Susan Pearce

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

OTHERS IN ATTENDANCE: Lori Lee, Dorothy Muller

ACTIONS OF MEETING

Agenda Item
Approval of Minutes from March 7, 2013

Action Taken:
Minutes approved

Agenda Item:
Discuss draft of “Policy on Drug Abuse”

Discussion:
The committee members had several questions/concerns about the document, including:
- students who are cited/arrested/charged with drug related offenses while OFF CAMPUS can be subject to further penalties/punishments by ECU
- the document does not state whether employees who are cited/arrested/charged with drug related offenses will be given due process before being fired
- the document does not state whether or not these penalties will occur only based on CONVICTIONS or whether charges are enough to threaten an employee’s job or a student’s enrollment
- there are also some concerns about confidentiality

Action Taken:
The committee does not feel comfortable voting on this document until we can discuss these concerns with an ECU lawyer

Assigned additional duties to:
We will discuss this again in the fall

Agenda Item:
Discussion of 12 Month Leave Policy

Discussion:
John Howard and Lisa Sutton have made revisions to the document to include provisions for intermittent leave.
Action Taken:
The committee has approved the revisions so that John Howard may now present the document to John Toller and Marilyn Sheerer for advice. Upon their approval, the committee will review the document again and then bring it to the Faculty Senate.

Assigned additional duties to:
John Howard will bring the document to John Toller and Marilyn Sheerer

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Agenda Item:
Child Care Facility at ECU

Discussion:
Linda Crane-Mitchell and Christine Avenarius presented the survey they developed, to be distributed across campus this fall. The committee also discussed adding another question about whether students would be willing to pay a small ($10) student childcare fee each semester.

Assigned additional duties to:
Christine Avenarius and Linda Crane-Mitchell will revise the survey in Qualtrix (because it offers more space and flexibility than Survey Monkey) and send it back to the committee for final approval.

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Agenda Item:
Faculty Gender Data

Discussion:
Rachel Roper is interested in determining:
- % of female tenured faculty in each department
- % of female full professors in each department

The committee is also interested in finding out about fixed term stats as well.

Assigned additional duties to:
Rachel Roper will send data to Hui Bian, a staff member in the Office of Faculty Excellence, to analyze the data. Committee members should send all questions to Rachel Roper.

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Agenda Item:
Mentoring

Discussion:
Rachael Roper attended a 3/14 meeting with a variety of individuals including Lakeshia from the office for Equity and Diversity. She also announced that Holly Hapke was inviting visitors from the UNC Charlotte who are with the Advance Grant to speak at ECU in May date TBD.

Ken Ferguson made changes to the Mentoring Program SOP draft as suggested at the March meeting they are shown in the attached document in red. Note, the emailed version had an error and the attached version handed out at the meeting is correct.

Dorothy Muller brought up the issue of what benefit does the mentor receive for their efforts. Various models exist including providing reassigned time for serving as a mentor or providing a stipend to the
Agenda Item:  
The issue of the lack of faculty with contingent appointments’ participation in faculty governance.

Discussion  
Recently the AAUP released a report “The Inclusion in Governance of Faculty Members Holding Contingent Appointments.” [http://www.aaup.org/file/contingent-inclusion-in-governance_0.pdf](http://www.aaup.org/file/contingent-inclusion-in-governance_0.pdf)  Karen Mulcahy handed out a document containing some highlights from the report including its recommendations as well as a print-out from the AAUP site entitled Background Facts on Contingent Faculty [http://www.aaup.org/issues/contingency/background-facts](http://www.aaup.org/issues/contingency/background-facts) and then discussed the documents as well as the differing experience of West campus (clinical) fixed term faculty and other fixed term faculty.

She requests that the issue be considered by the Faculty Welfare Committee next year in terms of providing suggestions for greater inclusion of faculty with contingent appointments in Faculty Governance.

Action taken:  
Mulcahy will develop a sub-committee to further explore the issue over summer and bring recommendations back to the committee in the fall.

NEXT MEETING:  Fall 2013