COMMITTEE:
Faculty Welfare Committee

MEETING DATE:
3:00 pm, 13 September 2012

PERSON PRESIDING:
Rachel Roper, Chair

REGULAR MEMBERS IN ATTENDANCE:
Christine Avenarius
Linda Crane-Mitchell
John Dixon
Ken Ferguson
Eric Horsman
Amanda Klein
Rachel Roper

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

OTHERS IN ATTENDANCE:
Lori Lee

ACTIONS OF MEETING

Agenda Item:
Election of committee officers

Action Taken:
Elected Rachel Roper (chair), Ken Ferguson (vice-chair), Eric Horsman (co-secretary), and Amanda Klein (co-secretary)

Agenda Item:
Set time for committee meetings this academic year.

Discussion:
The traditional meeting time is 3:00 pm on the second Thursday of each month. This time works well for members this semester. Several members have teaching-related conflicts in the spring semester.

Action Taken:
We will keep the 3:00 pm meeting time this semester. In December we will discuss scheduling a time for spring semester meetings.

Agenda Item:
Appoint committee representative to serve on the administrative EPA Personnel Policy Committee.

**Discussion:**
This committee usually meets at 10 am on the second Friday of each month.

**Action Taken:**
John Dixon will serve as the FWC representative, pending his availability. Amanda Klein will likely serve as representative in the Spring 2013 semester. We will revisit this matter in December to avoid scheduling conflicts.

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**Agenda Item:**
Provide formal advice on the University Behavioral Concerns Team policy.

**Discussion:**
The FWC began to discuss this matter during the previous academic year. The proposed policy deals with issues such as violent behavior, especially as exhibited by faculty. Ken Ferguson recalls the FWC had some concern with portions of the policy language. Rachel Roper will email the policy document to FWC members. Please read the document, seek input from colleagues, and be prepared to discuss at the next FWC meeting.

**Action Taken:**
Will discuss at the next meeting.

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**Agenda Item:**
Review and provide formal faculty advice on and Administrative Policies and Procedures including: the ECU Supplemental Pay Regulation for Faculty and EPA non-teaching employees, and 12-month faculty leave.

**Discussion:**
The proposed policy attempts to bring together existing policies from disparate parts of the ECU administration into a single framework. Please read the document (this was provided in paper form at the last meeting as attachment # 2 in the orange covered packet), seek input from colleagues, and be prepared to discuss at the next FWC meeting.

**Action Taken:**
Will discuss at the next meeting.

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**Agenda Item:**
Request update on proposed campus childcare facility

**Discussion:**
The lack of a campus childcare facility has long been regarded by many administrators, faculty, and students as a serious problem. For example, availability of childcare is reportedly the most significant barrier to advancement of female tenure-track faculty. Linda Crane-Mitchell noted that the on-campus Nancy Darden Child Development Center is primarily a teaching and research facility and serves fewer than 60 children. Mark Sprague served on a 2006 task force focused on evaluating a range of possible paths to resolve this problem. He will forward the final task force findings document to the FWC. Sprague noted that support for developing a childcare facility was strong at all levels of the administration during the task force’s work, but that the funds necessary to move forward were simply not available at the time. Two
possible funding sources mentioned during discussion were student activity fees and university subsidy of a commercial vendor. SAS in Cary was identified as a possible model.

**Action Taken:**
A sub-committee was formed to look into the status of a campus childcare facility. Members include Christine Avenarius, Linda Crane-Mitchell, and John Dixon.

**Assigned additional duties to:**
Susan Beck-Frasier will enquire with the Provost about the status of this matter. Christine Avenarius will contact Fiona Baxter regarding space issues.

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**Agenda Item:**
Continue discussion on improving the mentoring program at ECU

**Discussion:**
Several faculty mentoring programs exist at ECU and range from detailed formal to brief informal processes. Please review the document, seek input from colleagues, and be prepared to discuss at the next FWC meeting.

**Action Taken:**
Will possibly discuss at the next meeting (time permitting).

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**Agenda Item:**
Continue safety e-mail initiative with the campus Environmental Safety and Health program

**Discussion:**
The committee regards this e-mail initiative as a useful and effective way to disseminate important information to faculty.

**Action Taken:**
Support continuing this initiative.

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**Agenda Item:**
Status of the Spousal and Domestic Partner Hiring Standard Operating Procedure policy

**Discussion:**
After considerable discuss during the previous academic year, the committee approved a policy designed to clarify University procedures related to hiring faculty spouses and domestic partners. This policy was approved by the Faculty Senate, but was rejected without comment by the Chancellor. The existing policy, which mentions domestic partners, will remain in effect. The approval by voters of Amendment 1 to the NC Constitution in May 2012 makes it unclear whether the FWC should spend time in further attempts to revisit existing ECU policy on this matter.

**Action Taken:**
No further discussion is planned at this time. Rachel Roper will ask Chancellor about the status.
Suggestions for future discussion topics

Discussion:
1. Amanda Klein suggests discussion of recent modifications in parental leave policy from one semester to 12 weeks.
2. Mark Sprague suggests the FWC look into getting involved with an ongoing Gender Equity Study within the University. Rachel Roper and Mark Sprague attended a meeting on September 6th, with the Provost regarding a faculty equity study.

Action Taken:
Both the parental leave policy and Gender Equity Study will be discussed at future FWC meetings.

Assigned additional duties to:
A subcommittee was formed to look into the status of the parental leave policy. Members include Amanda Klein, Karen Mulcahy, and Lisa Sutton.

NEXT MEETING:
3:00 pm, 11 October 2012

ITEMS TO BE DISCUSSED:
* Provide formal advice on the University Behavioral Concerns Team policy.
* Review and provide formal faculty advice on Administrative Policies and Procedures including: the ECU Supplemental Pay Regulation for Faculty and EPA non-teaching employees, and 12-month faculty leave.
* Request update on proposed campus childcare facility and/or parental leave issues– time permitting
* Continue discussion on improving the mentoring program at ECU, time permitting, perhaps form a subcommittee on this?