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**EAST CAROLINA UNIVERSITY FACULTY SENATE  
ACADEMIC AND APPELLATE COMMITTEE ANNUAL REPORT**

**2019-2020 Academic Year**

**COMMITTEE: Faculty Welfare**

Membership (include ex-officio members):

Chair: Marlena Rose

Vice Chair: Katharine (Kit) Didericksen

Secretary: Cui Meadows

Regular Members: Lee Johnson, Rebecca Powers, Ralph Scott, Rebecca Harris, Beth Bee

Ex-officio Members: Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Brian Muzyka, Morgan Estes

Meeting Dates (include members present).

- September 12, 2019
  - PERSON PRESIDING: Marlena Rose
  - REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Marc Petersen, Katharine Didericksen, Beth Bee, Cui Meadows
  - EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Brian Muzyka, Morgan Estes
  - OTHERS IN ATTENDANCE: Lori Lee and Rachel Baker (Faculty Senate staff)
- October 10, 2019
  - PERSON PRESIDING: Marlena Rose
  - REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Marc Peterson, Beth Bee, Ralph Scott, Cui Meadows
  - EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Brian Muzyka, Morgan Estes, Kitty Wetherington
  - OTHERS IN ATTENDANCE: Rachel Baker, Rebecca Harris, Ying Zhou, Beverly King, Hanyan Wang
- November 14, 2019
  - PERSON PRESIDING: Marlena Rose
  - REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Beth Bee, Ralph Scott, Cui Meadows, Katharine Didericksen, Rebecca Powers
  - EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Morgan Estes
  - OTHERS IN ATTENDANCE: Rachel Baker, Lori Lee
- December 12, 2019
  - REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Ralph Scott, Cui Meadows, Katharine Didericksen, Rebecca Powers, Marc Peterson
  - EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Brian Muzyka, Kitty Wetherington
  - OTHERS IN ATTENDANCE: Rachel Baker, Lori Lee, Jocelyn Nelson, Rebecca Harris
- January 16, 2020 (Rawl 303)
  - PERSON PRESIDING: Marlena Rose
  - REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Ralph Scott, Cui Meadows, Katherine Didericksen, Rebecca Harris, Beth Bee,
  - EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Brian Muzyka, Kitty Wetherington, Morgan Estes

- OTHERS IN ATTENDANCE: Rachel Baker
- February 13, 2020
  - PERSON PRESIDING: Marlena Rose
  - REGULAR MEMBERS IN ATTENDANCE: Ralph Scott, Cui Meadows, Rebecca Powers, Rebecca Harris, Beth Bee
  - EX-OFFICIO MEMBERS IN ATTENDANCE: Brian Muzyka
  - OTHERS IN ATTENDANCE: Rachel Baker
- March 19, 2020 (*virtual meeting—business via email*)
- April 9, 2020 (*virtual meeting—business via email*)

Subcommittees established during the year (include progress and/or completion of work).

We appointed liaisons to the:

- Administrative EHRA Personnel Policies Committee (Marc Petersen, then Ralph Scott; no business taken up in this year.)
- Administrative Recreation and Wellness Advisory Council (Beth Bee. She participated in discussions regarding the Master Plan, budget, and programming. She brought feedback from our committee to that Council.)
- Task Force Developing Salary Predictors Used in Generating Data for Future Faculty Salary Studies (Lee Johnson. Developed a resolution that was approved by Faculty Welfare. See details on #20-34 below.)

Accomplishments during the year. Please include recommendations made to any University agency other than the Faculty Senate.

- Will be recommending University Counsel look at Part XI, Section 2 of the Faculty Manual that our committee edited.
- Collaborated with AAUP (after reviewing their resolution #19-63 that had been presented at the April 2019 Faculty Senate meeting) by chair attending an AAUP meeting, HR heads reporting statistics on fixed-term faculty contract length, discussing items of business from the resolution, then recommending how to address items in a fixed term faculty report presented to Faculty Senate at April 2020 meeting.
- Recommended Faculty Governance look at the data and sample unit code wording on contract length and potentially recommendation for all departments that hold fixed-term faculty positions to include in their unit codes a path for fixed-term faculty to attain multiyear contracts (#20-35).
- Recommended University Budget Committee consider recommending a potential standardized salary increase for when a fixed-term faculty member advances in title similar to the university's standardized salary increases for tenure promotions (#20-35).
- Chair served on Fixed-Term Faculty Salary Study Working Group
- Committee reviewed feedback from the Faculty Salary Compression Study that had been provided to chair in a Qualtrics survey that had been linked in the study report. Chair addressed comments with respondents who requested feedback and liaised with other contacts to answer respondents' questions.
- Chair attended the Fixed-Term Faculty Meeting on the Health Sciences Campus.
- Committee invited the University Ombuds to share how his office works.

Reports to the Faculty Senate (include dates and resolution numbers).

- Presented Student Grievance PRR #19-36 on Dec. 10, 2019 (Senate approved; rejected by Chancellor, subsequently sent to UOC and then SA)

- Presented Status of Faculty Salaries for the Divisions of Academic Affairs and Health Sciences at ECU (#20-34) on April 28, 2020 (Faculty Welfare Chair made a motion that was approved to send this resolution back to Faculty Welfare for the fall)
- Presented a report on the status of fixed-term faculty initiatives (#20-35) on April 28, 2020 (report approved)

Business carried over to next year (list in priority order).


- Faculty Manual Part XI, Section 1 review, will need majority committee vote of edits to move forward to University Counsel review
- Continue work w/CRO on edits on the University Property Regulation (#19-44) to potentially incorporate City Code on Amplified Sound.
- Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35).
- Consider proposing a living wage for fixed-term faculty.
- Explore and address issues regarding attention to and support for faculty diversity retention.
- Explore faculty expectation for research-intensive university.


Evaluation of the committee (include anything that hindered or assisted the committee's work during the year).


- Charge: The business we were charged to do in this year was mostly manageable.
- Personnel: Good variety.
- Attendance: Great, even with having to conduct year-end business through email.
- Responsibilities: Fair amount this year; some were hindered due to COVID-19 closures.
- Activities: We were successful in much of our meetings in having fruitful discussion. Much business did need to move to the next year or to other committees. I think this is the nature of some of the business that comes initially to our committee.

Suggestion(s) to the Chair of the Faculty for improving the effectiveness of the committee. Continue to provide suggested deadlines for items of business.

Does the Committee's organizational meeting next year need to be earlier than the date set this year?  
No If yes, when do you prefer: N/A

Signed: Chairperson  \_\_\_\_\_  
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Vice Chair  \_\_\_\_\_  
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Secretary  \_\_\_\_\_  
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**Please forward the completed, approved annual report to the Faculty Senate office via email ([facultysenate@ecu.edu](mailto:facultysenate@ecu.edu)) no later than May 15, 2020.**