

(4-page limit, please)

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

2020-2021 Academic Year

COMMITTEE: Faculty Welfare

Membership (include ex-officio members).

Members: Gail Ratcliff (Chair), Beth Bee (Vice Chair), Pamela Reis (Secretary), Katharine (Kit) Didericksen, Rebecca Harris, Jan Mayo, Cui Meadows, Roger Russell.

Ex-officio Members: Lisa Hudson, Marlana Rose, David Thomson, Wendy Sergeant, Kitty Wetherington, Dymin Massenburg (student)

Meeting Dates (include members present).

August 20, 2020 (organizational meeting):

PERSON PRESIDING: Dr. P. Martinez, ECU Chair of the Faculty

REGULAR MEMBERS IN ATTENDANCE: Beth Ann Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Gail Ratcliff, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Marlana Rose, Wendy Sergeant, David Thomson, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker (Faculty Senate staff)

September 10, 2020:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Rebecca Harris, Kit Diderickson

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Marlana Rose, Wendy Sergeant, David Thomson

OTHERS IN ATTENDANCE: Rachel Baker

October 8, 2020:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Ann Bee, Katharine (Kit) Didericksen, Rebecca Harris, Jan Mayo, Cui Meadows, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Marlana Rose, Wendy Sergeant, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

November 12, 2020:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Dymin Massenburg, Marlana Rose, Wendy Sergeant, David Thompson, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker, Jocelyn Nelson (guest)

January 21, 2021:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Marlena Rose, Wendy Sergeant, David Thompson, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

February 11, 2021:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Wendy Sergeant, David Thomson, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

March 11, 2021:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Kit Didericksen, Rebecca Harris, Jan Mayo, Cui Meadows, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Wendy Sergeant

GUESTS: Sara Lilley (attended on behalf of Kitty Wetherington)

OTHERS IN ATTENDANCE: Rachel Baker

April 8, 2021:

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Kit Didericksen, Rebecca Harris, Jan Mayo, Cui Meadows, Pamela Reis

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Wendy Sergeant, Marlena Rose, Kitty Wetherington

GUESTS: Lee Johnson (Philosophy and Religious Studies)

OTHERS IN ATTENDANCE: None

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

- Represented on the Senate subcommittee on Fixed term Faculty Issues and the Senate subcommittee on Summer Salary.

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

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

- Revisions to *ECU Faculty Manual* Part XI., Section I. Employment Policies and Section II. Benefits and Leave. Faculty Senate Resolution #20-61: October 6, 2020
- Resolution on the Status of Faculty Salaries for the Divisions of Academic Affairs and Health Sciences at ECU, February 23, 2021.
- Proposed revisions to *ECU Faculty Manual* Part XI.I. IV. Retirement. April 27, 2021.

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

1. FWC representative to the CRW Center Advisory Council (to be appointed Fall 2021).
2. Finalize revisions to the AAUP resolution on medical privacy regarding ADA accommodations.
3. Set priorities for 2021-2022 academic year.
4. Continue to explore issues related to fixed-term faculty (i.e., 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; re-writing parts of the Faculty Manual as applicable to fixed-term faculty).

5. Explore and address issues regarding attention to and support for faculty diversity retention.
6. Faculty well-being.
7. Explore faculty expectation for research-intensive university.
8. Resolution on amplified sound on campus.

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


- A. Charge: The work assigned to the Committee was manageable for the most part.
- B. Personnel: Adequate, with diverse perspectives.
- C. Attendance: Meetings were well-attended.
- D. Responsibilities: Many responsibilities this academic year as noted under accomplishments and continuing business.
- E. Activities: Meetings were productive, and we accomplished major revisions to the *ECU Faculty Manual* as well as proposed revisions to the AAUP resolution on medical privacy regarding ADA accommodations.

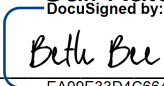
Suggestion(s) to the Chair of the Faculty for improving the effectiveness of the committee.


- Set priorities for the 2021-2022 academic year with suggested deadlines for completion of items.
- Meet with Chancellor Rogers to discuss his vision for faculty well-being.

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) no later than May 15, 2021.