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

2021-2022 Academic Year

COMMITTEE: Faculty Welfare

Membership (include ex-officio members).

Members: Pamela Reis (Chair), Jan Mayo (Vice Chair), Beth Bee (Secretary), Rebecca Harris, Cui Meadows, Roger Russell, Michael Garrison

Ex-officio Members: Lisa Hudson, Wendy Sergeant, Kitty Wetherington, Aundrea Oliver, Steve Wolf, Tory Rose Harris

Meeting Dates (include members present).

September 9, 2021 (organizational meeting):

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

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

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

OTHERS IN ATTENDANCE: Rachel Baker (Faculty Senate staff)

October 14, 2021:

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Casey Fleming, Rebecca Harris, Steve Wolf, Jan Mayo, Cui Meadows, Roger Russell, Beth Bee

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

OTHERS IN ATTENDANCE: Puri Martinez, Rachel Baker

November 11, 2021:

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Casey Fleming, Rebecca Harris, Jan Mayo, Cui Meadows, Roger Russell, Michael Garrison, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Tory Rose Harris, Steve Wolf

OTHERS IN ATTENDANCE: Marlena Rose, Jeff Popke, Marilyn Whitley, Rachel Baker

January 13, 2022:

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Casey Fleming, Rebecca Harris, Roger Russell, Michael Garrison, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Tory Rose Harris, Steve Wolf

OTHERS IN ATTENDANCE: Marlena Rose, Jeff Popke, Marilyn Whitley, Rachel Baker

February 10, 2022:

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Casey Fleming, Rebecca Harris, Roger Russell, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Tory Rose Harris, Steve Wolf, Aundrea Oliver

OTHERS IN ATTENDANCE: Rachel Baker

March 17, 2022:

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Casey Fleming, Rebecca Harris, Michael Garrison, Jan Mayo

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

OTHERS IN ATTENDANCE: Rachel Baker

April 14, 2022:

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Casey Fleming, Rebecca Harris, Jan Mayo, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Tory Rose Harris, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

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

- University Administrative EHRA (Rebecca Harris): Committee did not meet.
- Recreation and Wellness Advisory Council (Casey Fleming): The committee met monthly to update members on budgets and activities. Relevant for FWC is a proposed increase in membership fees for the 2022-2023 year to be discussed in the fall.
- University Budget Committee (Steve Wolf): The FWC representative was charged with working on three items relevant to the salary sub-committee: 1) Summer salary; 2) Need to put tenure & promotion raises in writing and establish mechanism for maintaining raises into the future; 3) Establish amount and mechanism for promotional raises for fixed-term faculty. This work is ongoing and will carry into 2022-2023.

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).

1. Formal faculty advice on Employment-Related Background Checks and Criminal Activity Reporting Regulation Resolution #22-05 approved by the Faculty Senate January 25, 2022, received by the Chancellor January 31, 2022 (with comment that was presented at the February 2022 Board of Trustees meeting).
2. Formal faculty advice on Flexible Work Arrangement and Remote Work Interim Agreement
3. Faculty Senate Resolution #22-36: Formal faculty advice on the Use of University Property Interim Regulation was noted to be received by the Chancellor on 5/31/2022. The formal advice will be shared with the Student Affairs Division with plans to create a new version of the PRR.
4. Finalized revisions to the AAUP resolution on medical privacy regarding ADA accommodations

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

1. Appoint FWC representative to the Administrative Recreation and Wellness Advisory Council

2. Investigate and build transparency in faculty vacancy metrics utilized by ECU
3. Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (see Faculty Senate Resolution #20-35).
4. Explore means to collaborate with other committees such as FS DEI Committee to address issues of faculty diversity and retention of BIPOC faculty.
5. Work with the Faculty Senate Officers in their review of faculty benefit packages to consider the addition of a patient advocate benefit.

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.
- B. Personnel: Adequate, with diverse perspectives.
- C. Attendance: Meeting attendance was good but declined toward the end of the spring semester.
- D. Responsibilities: Many responsibilities this academic year as noted under accomplishments and continuing business.
- E. Activities: We successfully accomplished the business items for the year.

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

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 _____
Pamela J. Reis

Vice Chair _____
Jan Mayo

Secretary _____
Beth A. Bee

Please forward the completed, approved annual report to the Faculty Senate office via email (facultysenate@ecu.edu) no later than May 15, 2021.