FACULTY WELFARE COMMITTEE
ANNUAL REPORT
1998-1999 Academic Year

1. Membership (include ex-officio members).

Kathryn Greene (chair)          Gary R.
Greenstein (sec.)              Shen Guoqiang
Sean Kelly (vice-chair)         Cliff Knight
Elizabeth Layman               Stewart Mixon (Human Res.)
Henry Peel (Vice Chan. rep)     Scott Thompson (Faculty Chair rep.)

2. Meeting Dates (include members absent).

09/10/98    absent: Shen Guoqiang, Elizabeth Laymen, Stewart Mixon, Scott Thomson
10/08/98    absent: Elizabeth Laymen, Scott Thomson
11/12/98    absent: Gary R. Greenstein, Scott Thomson
12/10/99    absent: Sean Kelly, Cliff Knight, Scott Thomson
01/14/99    absent: Gary R. Greenstein, Henry Peel, Shen Guoqiang, Scott Thomson
02/11/99    absent: Gary Greenstein, Cliff Knight, Shen Guoqiang, Elizabeth Laymen, Scott Thomson
03/11/99    absent: Shen Guoqiang, Sean Kelly, Elizabeth Laymen, Henry Peel, Scott Thomson
04/08/99    absent: Shen Guoqiang, Cliff Knight, Elizabeth Laymen, Henry Peel, Scott Thomson

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

Campus child care-related issues will be carried over
to next academic year (are working on survey)

4. Accomplishments during the year, especially as
addressed through committee goals. Include
recommendations made to agencies other than
the Faculty Senate as well as the Faculty Senate.

Revision and editorial change of ECU Faculty Manual
regarding retired faculty privileges (adopted).

Disability services for faculty members will be handled
by EEO office.

Discussed with Dennis Young the 5-yr. reallocation of
the seating plan and its impact on faculty football
seating.

Discussed with Nancy Mize faculty (active and retired)
access to the student recreation center.

Discussed the extension of benefits to significant
others (referred to State Benefits committee; statute
limited).
Discussed tuition costs for dependents (are statute limited).

Parking Services agreed to extend temporary parking permits so that faculty may receive a paycheck before having to pay the fee (semester to semester faculty cannot use payroll deduction).

Discussed the possibility of earlier first paychecks with the benefits office. This is not feasible without changing employment start date. Both the ECU and State credit unions offer signature loans.

Discussed "spouse only" (rather than family) and non-maternity options for health coverage (referred to State committee).

Discussed with benefits office the accuracy of retirement benefits estimates.

Stewart Mixon reported on General Assembly benefit review process.

Forwarded letter detailing potential welfare issues for Distance Education initiative.

Forwarded information to help clarify portions of the Phased Retirement letter sent to faculty.

Discussed with Garrie Moore the Department of Labor audit and minority issues for faculty.

Forwarded a request to state benefits committee to consider inclusion of real estate investment options for retirement.

Discussed with ML Antieau (Dean of Students office) problems of off campus harassment of faculty by students.

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

Resolution 98-23

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

1. Discussion on providing daycare

2. Discussion of the equity of unit informal leave policies.

3. Discussion of the problem of full time faculty regularly employed semester to semester (without benefits).

4. Formal notification from Garrie Moore/EEO office of how faculty disability issues will be addressed; assist with publicizing this issue.

5. Work with Dean Antieau, Stewart Mixon and Garrie Moore to publicize the University policy/procedures for addressing harassment of
faculty.

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

A. Charge:

B. Personnel: The presence of Lori Lee at meetings as a resource person was a great benefit to committee. Stewart Mixon's attendance, input, and prompt response to committee issues was beneficial.

C. Attendance: largest hindrance to committee (problems with both continuity and quorum) There is a need for more commitment from ex-officio members to attend meetings and participate in the working of the committee.

D. Responsibilities: need to better distribute workload among committee members

E. Activities:

8. Suggestion(s) to the Chair of the Faculty and/or Faculty Senate for improving the effectiveness of the committee.

See above