1999-2000 Academic Year

COMMITTEE: Faculty Welfare

1. Membership (include ex-officio members).
Beth Winstead (chair)
Michael Felts (vice chair)
Mike Hayden (secretary)
Elizabeth Layman
Ken MacLeod
Alexandra Shalpentokh
Scott Frisch (ex-officio with vote, Representative of Faculty chair)
Henry Peel (ex-officio without vote, Representative of Chancellor)
Stewart Mixon (ex-officio without vote, Assoc. Vice Chancellor for Human Resources)

2. Meeting Dates (include members absent).
9/9/99 absent: Elizabeth Layman, Scott Frisch
10/14/99 absent: Beth Winstead, Elizabeth Layman, Ken MacLeod, Henry Peel
11/11/99 absent: Ken MacLeod, Scott Frisch, Henry Peel
12/9/99 absent: Alexandra Shalpentokh, Michael Felts
1/13/00 absent: Scott Frisch, Henry Peel, Stewart Mixon
2/10/00 absent: Beth Winstead, Ken MacLeod, Scott Frisch
3/8/00 meeting cancelled due to conflicts with chair and vice-chair
4/13/00 absent: Stewart Mixon, Mike Hayden, Alexandra Shalpentokh, Scott Frisch, Henry Peel

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

Unit Informal Leave Policies - Committee created and distributed a survey to all chairs and unit heads. The results of the survey have been submitted to administration for their consideration.

4. Accomplishments during the year, especially as addressed through committee goals. Please include recommendations made to any University agency other than the Faculty Senate that will be noted under #5.

Day Care Concerns - The issue of day care for employees was reported to be addressed by a study group in the context of the next 5 year planning process. The committee deferred any action on this issue.

Faculty Disability issues - The committee verified that the process for filing grievances under EEO does exist. Brenda Killingsworth, chair, has followed up with the EEO office in regards to sending a letter to all faculty.

Document "Requesting a Leave of Absence" - The Governance Committee requested the Faculty Welfare committee endorse a procedure for requesting a leave of absence. The Faculty Welfare committee returned this to
the Governance Committee with no action.

Harrassment Policies and Procedures – The harrassment of Faculty by students is covered in the student Code of Conduct. After consultation with the Faculty Governance committee it was determined that an electronic link should be established from the Faculty Manual to the Code of Conduct.

Hurricane Floyd – The committee discussed options for faculty affected by Hurricane Floyd and the flooding in relation to tenure and promotion. The Committee determined the Faculty Manual made provisions for such circumstances.

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

6. Business carried over to next year (list in priority order).
   1. E-mail for retired faculty - longer than one year
   2. Accessibility of Faculty Salary Survey - possibly ask the Senate to pass a resolution requesting the Chancellor create an administrative policy on this topic.

3. Building Conditions

4. Spousal Employment

5. Day care issues - follow up with Administration to ensure this issue is being addressed.

7. Evaluation of the committee (include anything that hindered or assisted the committee’s work during the year).
   A. Charge:
   B. Personnel: Having Stewart Mixon as a resource for the committee was a great asset.
   C. Attendance:
   D. Responsibilities:
   E. Activities:

8. Suggestion(s) to the Chair of the Faculty and/or Faculty Senate for improving the effectiveness of the committee.
   None

9. Does the Committee's organizational meeting next year need to be earlier than the date set this year? X____ no