COMMITTEE: Faculty Welfare

MEETING DATE: 13 April 1995

PERSON PRESIDING: Dr. Don Guy

ACTIONS OF MEETING:

The meeting was called to order at 3:30 p.m.

Regarding the weapons policy, Guy stated that no vote was taken on it at the 16 March 1995 meeting because there was no quorum. Guy agreed with Patricia Anderson, Chair of the Faculty Senate, to poll members by telephone. The majority of the members polled agreed to adopt the draft version dated 2/7/95. Brian McMillan recommended the addition of the following wording to the end of paragraph 2, page 2 of that draft: "faculty may appeal through the appropriate appellate committee as described in the ECU Faculty Manual, Appendix D." The members of the committee in attendance agreed to this suggestion. Guy will report to the Faculty Senate at the 25 April meeting.

As for the Faculty Welfare Committee annual report, discussion proceeded as follows:

1) re: benefits offered to retired and emeritus faculty: in the summer of 1994 the original recommendations came back from the ECU administration and the Faculty Governance Committee with suggestions. Those suggestions were incorporated into the document and the revised version was resubmitted to the Chancellor.

2) re: the early retirement plan and the need for improved fringe benefits to bring us up to a competitive level with other universities; in lieu of increased benefits discouraged by the ECU administration due to cost, a 'cafeteria' benefits plan with some possible added before-tax benefits were suggested.

Under # 6 of the annual report, "business carried over to next year," Dock stated his desire to have the results of the last air quality tests in the General Classroom Building reported to the Faculty Welfare Committee. It was reported that there has been a letter written by a faculty member working in the GCB complaining of respiratory-related problems. Jenkins volunteered to approach George Harrell, Assistant Vice Chancellor for facilities and Phil Lewis, Director of Environmental Health and Safety, about this matter.

Dock also raised the question of recruiting visits by job candidates to the campus. In his department candidates are lodged in faculty homes and faculty members are obligated to pay for meals when they go out to restaurants with visiting candidates. Moreover, candidates are only partially reimbursed for their own expenses. He requested 1) that the FWC ascertain whether or not this policy of lack of funding is the same at all branches of the UNC system, and 2) if there are differing policies for reimbursement over the ECU campus. Of greatest concern are the inability to get the best candidates when not compensating them fully for their visits and the image of the university that this gives.

In response to Jenkins' inquiry regarding the Family Medical Leave Act, Buy responded that in discussion the FWC decided that pressing for a formal policy would create more problems than
leaving things as they now stand.

Regarding complaints of pay inequity raised in the FWC, efforts to establish a Pay Equity Committee have been discouraged by the ECU administration.

The meeting adjourned at 4:30 p.m.

Respectfully submitted,

Stephen V. Dock
Secretary