FACULTY WELFARE COMMITTEE

MEETING DATE: 10/08/98

PERSON PRESIDING: Kathryn Greene, Committee Chair

ACTIONS OF MEETING

Description of action: Greene brought the meeting to order.

Description of action: Greene called for the approval of the minutes of the 09/10/98 committee meeting. The minutes were unanimously accepted as written.

Description of action: Greene requested the tabling of item #5 on the Agenda (discussion on Phased Retirement) until all committee members could read and become familiar with the document. After a unanimous voice vote, the committee accepted the proposal to table item #5.

Description of action: Greene asked for three volunteers to serve on the Administrative Faculty and Staff Benefits Committee: Elizabeth Layman (by previous request), Kathryn Greene, and Gary R. Greenstein volunteered and were accepted to serve.

Description of action: Greene reported on the 10/06/98 Faculty Senate meeting and the Faculty Senate’s acceptance of the revised privileges for retired faculty. The revision of email wording was accepted, and an additional clarification of parking privileges was made. After discussion, Parking services indicated that the change does not prohibit retired faculty members from purchasing a private parking space.

Description of action: Greene opened discussion on the matter of providing earlier paychecks for new Faculty members. Stuart Mixon stated that he was not sure all recruiting departments were informing newly hired faculty about the payroll deadlines and what they meant. The committee suggested additional announcements of the dates. Discussion was carried on concerning the possibility of short-term signature loans for newly hired Faculty. Stuart Mixon said the University could not do this. Gary R. Greenstein agreed to check with the State Credit Union and the ECU Credit Union on the possibility of them making the signature loans and if they could be arranged at a special (or 0%) interest rate. The Committee did, however, express reservations about any such procedure. Discussion of this item will continue.

Description of action: Greene opened the floor for discussion of the Faculty Senate Distance Education proposals and the response from Chancellor Eakin. The Welfare committee was asked by Faculty Chair Killingsworth to draft a response about welfare concerns for distance education to EPP Committee by Nov. 1, 1998.

All committee members had concerns about the proposal ranging from time required to prepare courses to lack of computer skills in many departments. Greene made the observation that Unit Codes will need to be changed to reflect this new support of technology. All committee members are worried about the effect of online class.
preparation and teaching on other duties. Departments may give this job to junior faculty members, or those on fixed term contracts, or others that may feel obligated to perform even if they do not want to, and not ask for volunteers as requested.

The issue of Academic Freedom was also raised (regarding copyright). Greene will write a draft response for the approval of committee members; the committee agreed to respond to the draft within one week to meet the Nov. 1 deadline.

Description of action: The request to look into a 'Spouse Only' health insurance option was tabled until the next meeting.

Description of action: The follow-up discussion on tuition costs for faculty/staff benefits was decided to be out of the purview of this committee. It is a legislative matter and should be brought up to local legislative representatives for their action.

Description of action: A discussion of welfare for full time semester-semester faculty with no benefits was delayed until Henry Peel could be asked if Dr. Ringeisen had any further input (Dr. Ringeisen indicated he would place the issue on the Council of Deans agenda). Greene will contact Peel before the next meeting.

Description of action: A discussion on parking permits for semester-semester faculty with no benefits was held. Basic faculty parking permits are $96.00 per year. Semester to semester hires cannot get payroll deduction, at present, as other faculty can. Greene will check with Business and Parking Services and will report back to the committee with possible solutions.

Description of action: Greene mentioned that the EEO audit has been delayed again. Greene will ask EEO Officer Gary Moore to attend a meeting in the future. The committee is particularly interested in examining welfare-related data, for example salary equity data. The committee would also like to examine data for protected groups, for example recruitment and retention data (see agenda item #10). Also, item #8 needs follow up, for publicizing disability services for faculty members.

Description of action: Greene spoke of the problem of faculty who are harassed or threatened by students. A discussion of legal concerns followed. If the harassment or violence occurs on university property, the University Attorney will get involved. If the incident occurs off campus, the Faculty member is responsible for his or her own legal matters. It was suggested that even if the event happens off campus that the University Attorney might be asked to give advice. Greene will contact members of Dean of Students office, University Attorney and ECU police Department to continue this discussion.

Description of action: Meeting was adjourned with the following Agenda items carried over:

Item #5 Discussion on Phased Retirement
Item #15 Discussion of a "Spouse Only" option for State provided Health Insurance benefits
Item #16 Accuracy of benefits payments estimates upon retirement
Item #17 Discussion of the Family Medical Leave Act and its impact on ECU Faculty
Item #18 Discussion of promptness of ECU insurance premiums

NEXT MEETING DATE: November 12, 1998 @ 3:00 PM

Minutes submitted by Gary R. Greenstein