COMMITTEE: Faculty Welfare

MEETING DATE: November 12, 1998

PERSON PRESIDING: Kathryn Greene, Committee Chair

ACTIONS OF MEETING

1. Minutes of the October 8 meeting were approved as presented.

2. Description of action: Discuss revision of ECU Faculty Manual Part IV "Privileges for Retired Faculty" Sec. H.2. Made aware of editorial change from the Chancellor. Discussed with Nancy Mize the current system for faculty use (current and retired) of the Student Recreation Center.

Assigned additional duties to: N/A
Completion date/Follow-up action required: N/A

3. Description of action: Discussed with Nan Lee and Rick Taylor changes in the ECU Child Development Lab and the shortage of quality daycare on campus and in the Greenville area. Childcare through the CDL will be severely restricted next year when the CDL goes to an 8 a.m. to 12 p.m. schedule. The need for daycare for faculty dependents was discussed.

Assigned additional duties to: Created a subcommittee to investigate and report on child care-related issues on campus. Subcommittee will be co-chaired by Sean Kelly of Faculty Welfare and Rick Taylor (English). Shen Guoqiang, also of Faculty Welfare, will serve on the committee as will Nan Lee. Representatives of other concerned faculty constituencies will be represented and consulted.

Completion date/Follow-up action required: Subcommittee will report their findings at a subsequent meeting.

4. Description of action: Discussion of recommendations sent to EPPC on distance education. The Chair stated that she has yet to hear anything from EPPC. Copies of the Welfare committee response were distributed previously.

Assigned additional duties to: N/A
Completion date/Follow-up action required: Chair will report at a subsequent meeting.

5. Description of action: Discussed assisting new faculty requesting earlier paychecks (issue referred by Faculty Chair Killingsworth). This is administratively difficult given that the paperwork originates in individual units and without full cooperation for early submission of payroll information administrative difficulties may arise. Discussed the availability of "signature loans" from State Employees Credit Union and the ECU Credit Union. These are available to incoming faculty. Faculty Welfare discussed including this information in packets to new faculty but objected to suggesting that new faculty begin their time at ECU in debt.

Assigned additional duties to: Greene will summarize findings for Faculty Chair.

Completion date/Follow-up action required: N/A
6. Description of action: Follow-up discussion on conversation on parking permits for semester-to-semester faculty.

Assigned additional duties to: Greene continues to pursue this issue with parking services.

Completion date/Follow-up action required: TBA

7. Description of action: Discussion of retirement money discrepancies. At least one faculty member has complained that they were advised that their retirement income would far exceed the level that was ultimately received. Stewart Mixon relayed that these estimates are provided to faculty with less-than-full information (because additional information is not available to the benefits office). Estimates are based on a set formula. In this single case the estimate was a function of human error. The employee who made the error is no longer employed at ECU.

Assigned additional duties to: N/A
Completion date/Follow-up action required: N/A

8. Description of action. Discussion of spouse-only vs. spouse and family insurance option. Stewart Mixon relayed that these contracts are negotiated at the system level. Mr. Mixon committed to discussing the issue with the system benefits committee before these contracts are bid for next year. The committee also discussed the timely payment of insurance premiums, and Mr. Mixon reported ECU has not been fined for being late with payments. With additional staff (and less turnover) these payments will run more smoothly.

Assigned additional duties to: N/A
Completion date/Follow-up action required: N/A

9. Description of action: The committee received a request to investigate the reallocation of football seating priority for faculty members.

Assigned additional duties to: Greene agreed to follow up with Athletic Department

Completion date/Follow-up action required: Greene to report at next meeting.

NEXT MEETING: December 10, 1998 at 3 p.m.

I ITEMS TO BE DISCUSSED: Off-campus harassment of faculty, affirmative action data, phased retirement, FMLA and football seating.

Minutes submitted by Sean Kelly.