FACULTY WELFARE COMMITTEE

MEETING DATE: 12/10/98

PERSON PRESIDING: Kathryn Greene, committee Chair

ACTIONS OF MEETING

Description of action: Chairperson Greene brought the meeting to order.

Description of action: Revised minutes of the 09/10/98 meeting were approved as presented.

1. Description of action: The Chairperson removed agenda item #5 (Fixed term faculty evaluations) as she was informed the matter was not in the committee's purview. The request was forwarded to the Faculty Senate Chair.

2. Description of action: At the request of the Chairperson, and the agreement of the committee, agenda items #6, #7, and #8 were postponed until further information could be gathered.

3. Description of action: The General Administration's benefit review process was explained by Stewart Mixon who also told us of ECU specific items he has asked them to look at. These major items include:

1. Faculty Health Insurance (Spouse/Domestic Partner)
2. ORP optional plans expansion
3. System wide life insurance product
4. Expansion of Tuition Waiver program to dependents and expanding it to more than 1 course per semester for employees (up to 6 hrs. per semester) with the possibility of summer school inclusion.

4. Description of action: Football seating allocation. The Chair said she had discussed the matter with Dennis Young and he had shown her the seating arrangements, and the new stadium seating plan. For the 1999 season, faculty can get Season Tickets in sections 19N, the Upper Deck, and part of Section 3. Dennis has stated that seating reallocation occurs every 5 years. He cannot predict what seating priorities will be at the next five year reallocation. The Chair and the committee are satisfied that the matter has been handled as well as can be expected.

5. Description of action: Discussion of the Phased Retirement document. The committee was concerned about the wording of section 8 dealing with parking stickers. The question was is the free sticker good for only one year or is good permanently. The answer is the sticker will be good permanently. The issue of Tenure was also raised and it was agreed that Tenure is given up as soon as phased Retirement is started.

There are questions about what the eligibility letter being sent to faculty says. The Chair will request the newest version of the letter, and she will report to the committee on its contents.

Completion date/Follow-up action required: N/A: The Chair will request a copy of the eligibility letter from Diana Lowe and report back to the committee.
6. Description of action: Discussion of the Federal Medical Leave Act. Stewart Mixon reported that there are large differences in the way the act is interpreted from unit to unit. The committee discussed the pros and cons of a university wide uniform policy for the enforcement of the act. Several members all had concerns about the possibility of a uniform policy due to the numbers of faculty in the various units. The biggest concern was how the faculty member would have their duties covered.

Mr. Mixon then brought up the possibility of 9-month faculty earning leave in a manner consistent with the policy in effect for 12-month contract faculty and administrators. All members agreed this would be a good idea to discuss further.

Completion date/ Follow-up action required: Further discussion will be held; the chair will contact Drs. Killingsworth and Anderson to see how this issue has been addressed previously.

7. Description of action: The Chair asked if anyone knew of a faculty member at the SOM that would be interested in serving on the Day Care committee.

Completion date/ Follow-up action required: Greenstein will check at the SOM.

NEXT MEETING DATE: January 14, 1999 @ 3:00 PM

Minutes submitted by Gary Greenstein