Minutes for Faculty Welfare Committee,

1/11/01

Members present: Beth Winstead (Chair), Alexandra Shlapentokh (Vice Chair), Michael Felts, Rick Barnes, Elizabeth Layman, Gary Lowe (Ex-off), Stewart Mixon (Ex-off), Ken MacLeod (Secretary)

Others Present: Lori Lee

Winstead called the meeting to order at 4:00.

October meeting minutes approved as presented.

Lowe reported speaking to the VC and trying to reach Jeff, who is off campus until tomorrow. He hopes to have more to report next time. Winstead noted that all the library's electronic resources require e-mail access and the Faculty Manual gives retired faculty access to these resources. This issue may need to be addressed.

Felts delivered a draft of a policy dealing with availability of the Faculty Salary Survey. Following discussion and editorial changes, the draft was approved to be forwarded to the Faculty Governance Committee, which ends the FWC involvement.

Winstead reported on her search for information concerning Spousal Employment policies at other universities. Most of the referenced web sites were no longer active. Information was gathered from UNC-CH, U. of Wisconsin, and U. of Minnesota. Lowe pointed out that he has dealt with this issue on the level of a professional courtesy when contacting or being contacted by other departments. Mixon noted that formal policies work only when supported by high level administration and there are sufficient funds to support such policies. The sense of the FWC was that this is not an issue that should be formalized at ECU, leaving it at the level of a professional courtesy and noting that Human Resources will meet with spouses during campus visits to talk about opportunities and share website information.

Concerning on-campus day care, Winstead noted that the issue had been brought up in the minutes of the Staff Forum meeting. Mixon added that the Chancellor has created a committee to study the feasibility of day care. This ends the FWC's involvement in the issue.

Winstead reported that a Faculty Senate
committee is looking into the issue of fixed term faculty, both full and part-time. Rather than duplicate those efforts, the FWC chose to wait until that report is issued then re-visit the topic to see if further action is needed.

Winstead began discussion on a Sick Leave Policy, noting that the issue was brought up because no formal policy exists, while also recognizing that in most cases no formal policy is needed. The sense of the FWC is that a formal policy would be of little help in dealing with the management issue of balancing the welfare of the faculty members and the welfare of the departments. Administrators need to be aware of the differences between short-term and long-term medical leaves. The Benefits Office can help with appropriate information. Also, administrators need to be aware of the documentation requirements concerning the Family Medical Leave act.

Winstead reported that she and Layman had attended a meeting with the State Health Insurance Director, learning that premiums and deductibles will almost certainly increase this year, possibly with a decrease in benefits. Winstead and Layman will draft a letter to send to the Benefits Committee in the legislature expressing the concerns of the faculty.

The next scheduled meeting will be on February 8, 2001 at 4:00 PM.

The meeting adjourned at 4:50.

Submitted by Ken MacLeod, Secretary.