COMMITTEE: Faculty Welfare

MEETING DATE: December 11, 2003, 3:00 PM

PERSONS PRESIDING: David Lawrence

REGULAR MEMBERS IN ATTENDANCE: Seema Modi, Phil Lunsford, Richard Pozzuto, Tracy Carpenter-Aeby

EX-OFFICIO MEMBERS IN ATTENDANCE: Paul Kauffman, Patricia Anderson, Melissa Nasea

OTHER: Lori Lee, Lisa Sutton (Faculty Support Services in Health Sciences)

ACTION OF MEETING

Agenda Item: Review of Policy on Serious Illness and Disability Leave for Faculty

Discussion:
Lisa Sutton presented a revised draft policy on serious illness and disability leave for faculty. Working with the committee appointed by Interim Chancellor Shelton, Ms. Sutton explained the nuances of the policy draft. Committee members expressed the following concerns with the drafted policy:

1. The policy needs to describe the policy’s impact on different lengths of time for illnesses and disabilities. For example, at what point would the policy go into effect? 14 days? 61 days?
2. How does this policy work concurrently with the Family Medical Leave Act? NCFIA and FMLA need to be defined.
3. URL's may be included in the document to add clarity about other existing policy.
4. Would this policy apply to 12-month faculty who don’t earn sick leave?
5. In section V, there was a concerned about the bold, underlined sentence. How extensive would that coverage be?
6. Throughout the document, there were references to the unit administrator and to the dean. It was suggested that “faculty supervisor” be used consistently throughout the document.
7. Would it be possible in Section V to design a form to simplify this process?
8. On pages 2-3, are there limits of 12 months within a career?
9. Add line and page numbers to the next draft of the document.
10. Address the issue of 9-month faculty AND 12-month faculty.
11. Will that policy apply to part-time faculty? Summer school faculty?

Action: Lisa Sutton will return to the policy draft group who will present a revised version of the policy at the January meeting.

Agenda Item: Fixed-term Faculty

Discussion: The group discussed a draft resolution regarding non-tenure track faculty. They reviewed the previous work by a Task Force working on this issue in the last academic year.

Action: The group approved a revised resolution (see below) to be presented to the Faculty Senate in January 2004.

Resolution on Non-Tenure Track Faculty

Whereas, at East Carolina University there are ever-increasing numbers of non-tenure track faculty, and
Whereas, policies affecting non-tenure track faculty are somewhat vague across the ECU campus, and

Whereas, on March 6, 2002, the UNC Board of Governors approved eight major recommendations of the Committee on Non-Tenure Track faculty, and

Whereas, the work of the Non-Tenure Track Faculty Task Force of 2002-2003 is not completed.

Therefore Be It Resolved, that the Faculty Senate supports the creation of policies that are consistent with the recommendations of the Office of the President and the UNC Board of Governors, and

Be It Further Resolved, that a faculty and administrative working group be jointly appointed by the Chair of the Faculty and the Chancellor to further study the Board of Governors major recommendations and to provide recommendations and draft documents and policies pertaining to non-tenure track faculty to the Faculty Senate by September 2004.

The meeting was adjourned at 4:40 PM

NEXT MEETING: January 15, 2004 at 3:00 PM

Respectfully submitted,
Patricia Anderson