COMMITTEE: Faculty Welfare
MEETING DATE: 12-09-04
PERSON PRESIDING: Melissa Nasea
REGULAR MEMBERS IN ATTENDANCE: Melissa Nasea, William Sugar, Don Holbert
EX-OFFICIO MEMBERS IN ATTENDANCE: John Toller, David Pravica
OTHERS IN ATTENDANCE:

ACTIONS OF MEETING:

Special Introductory Note: Attendance was below the minimum required for a quorum. Therefore, it was decided that the meeting would proceed with discussion on agenda items, although no formal votes would be taken.

Agenda Item: Approval of minutes of the Nov 11, 2004 meeting
Action taken: None due to absence of quorum.

Agenda Item: Activities of Serious Illness Policy subcommittee
Discussion: Melissa reported that the university attorney will be invited to attend the January 13, 2005 meeting and that the draft policy will be delivered to the chancellor on January 19, 2005. Because of poor attendance at previously scheduled open meetings for faculty, it was decided not to hold additional meetings. Instead, the document will be made available electronically for faculty perusal. The Faculty Welfare committee will discuss comments from faculty and the attorney at its February 10, 2005 meeting, and Melissa will present/defend the document at the faculty Senate meeting on March 22, 2005.

Agenda Item: Further discussion of Illness and Disability Leave Policy
Discussion: The committee discussed editorial changes. It was suggested that wording to allow for possible extensions to the one year limit in cases of extreme hardship may be desirable. It was decided to add wording to the Introduction/Purpose section to make it clear that the policy is intended to address only short/intermediate term illnesses. The committee agreed that, when the document is distributed to the faculty, an accompanying bulleted list highlighting improvements of the proposed policy over the default UNC system policy would be helpful.

Agenda Item: Changes to the Illness and Disability Leave Policy proposed by Dr Nicholas Benson, Senior Associate Dean of the School of Medicine
Discussion: Melissa shared with the committee proposed changes suggested by Dr Nicholas Benson. The proposed changes were justified with figures on costs incurred by the school due to lost workdays of faculty. The most notable of the proposed changes was reducing the maximum time limit to 60 days rather than one year. There was little committee support for this change.

Agenda Item: Availability of recreation facilities
Discussion: David Pravica pointed out that in 1995 use of campus recreation facilities was free for faculty and their families. He would like to see if it is possible to have this policy re-instated.

Agenda Item: HHVI Employee satisfaction Survey results
**Discussion:** John Toller distributed results from a survey of UNC System faculty. The instrument, the Hewett Health Value Inventory (HHVI) sought faculty input on levels of satisfaction with aspects of their health coverage. Results were provided by member institutions as well as for the overall system. He informed the committee that a task force is studying how ECU’s health insurance dollars can be spent more effectively to provide improved benefits to faculty and their families.

NEXT MEETING: January 13, 2005.