COMMITTEE: Faculty Welfare

MEETING DATE: November 10, 2005

PERSON PRESIDING: W. Sugar

REGULAR MEMBERS IN ATTENDANCE: D. Lawrence, S. McGhee, M. Nasea, J. Salstrom, W. Sugar

EX-OFFICIO MEMBERS IN ATTENDANCE: J. Core, D. Pravica, J. Tovey

ACTIONS OF MEETING:

Agenda Item: Approval of Minutes.

Action Taken: Tovey/Lawrence motioned approval of the minutes of the October 13, 2005 meeting. Motion passed.

Agenda Item: Tenth Street Safety Sub-committee Update

Discussion: Sugar reported that the Tenth Street Committee will hold its first meeting on Thursday, November 16, 2005 at 3:30. D. Clark will serve as chair of the sub-committee and bring recommendations back to Faculty Welfare Committee early spring semester. Welfare Committee will target reporting to the Senate in April 2006.

Agenda Item: Tenth Street Safety Preliminary Report

Discussion: Sugar presented a draft of the preliminary report on Tenth Street Safety for review. Discussion resulted in minor editorial changes and addition of one recommendation concerning establishing designated safe bike lanes.

Action Taken: Pravica/McGhee motioned approval of the report draft as modified.

Assigned Additional Duties: Sugar will forward the report to the Agenda Committee.

Agenda Item: Phased Retirement Program Report

Discussion: Nasea presented the second draft of the new phased retirement section and two revisions under privileges of retired faculty for inclusion in the Faculty Manual. Minor editorial revisions were identified.

Action Taken: Lawrence/Tovey moved approval of the report as edited and forwarding it to the Agenda Committee. Motion passed.
Additional Assigned Duties: Nasea will incorporate editorial revisions and forward the approved report to the committee and the Agenda Committee. Sugar will request speaking privileges for the Faculty welfare Committee at the Dec. 6 Senate meeting and will present the report.

**Agenda Item:** Sub-Committee Reports – Health Insurance Initial Draft Resolution
   (Sugar, Pravica, Salstrom, and Toller).

Discussion: Discussion focused on ideas for further development of resolution. Sub-committee will continue to develop the draft and bring it back to the committee. Additional input may also be obtained from upcoming Faculty Assembly delegates.

**Agenda Item:** Sub-Committee Reports – Meeting with Campus Wellness Committee
   (Pravica, Salstrom, Toller)

Discussion: Sub-committee members shared information about the variety of wellness activities available on campus and discussed a draft brochure prepared by the Office of Prospective Health.

**Agenda Item:** Sub-Committee Reports – Salaries
   (Lawrence, Holbert, Clark )

Discussion: Lawrence presented an example of the data analysis on ECU salary comparisons with OP peer institutions as a means to identify the most depressed and least compressed salaries. Discussion identified problematic comparisons due to incomplete data, and the limited number of schools used for comparison. Consideration was given to include comparison of ECU salaries to average public doctoral granting universities.

**Agenda Item:** Sub-Committee Reports – Mentoring
   (Tovey, Nasea, McGhee)

Discussion: Nasea filled the sub-committee position vacated by Pravica. Tovey presented a report identifying potential tasks to be accomplished related to faculty mentoring. There was agreement that wording be included recommending that deans direct each unit to provide faculty mentoring in some format. It was agreed that mentoring should be incorporated in the service component of faculty evaluations.

Additional Assigned Duties: Tovey will revise the report, discuss it with C. Rigsby, and submit to the committee again. Further discussion was postponed until the next meeting.

D. Lawrence will preside at the December Faculty Welfare meeting due to W. Sugar’s absence.
The meeting adjourned at 4:55

NEXT MEETING: December 8, 2005

ITEMS TO BE DISCUSSED:
Sub-committee reports

Respectfully submitted,
Susan A. McGhee