COMMITTEE: Faculty Welfare

MEETING DATE: September 8, 2005

PERSON PRESIDING: W. Sugar

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

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

ACTIONS OF MEETING:

Agenda Item: Approval of minutes

Action Taken: Lawrence/Nasea motioned approval of the minutes of the August 25, 2005 meeting. Motion passed.

Agenda Item: Prioritization of Committee’s initiatives

Discussion: Sugar presented a draft of prioritized initiatives for the Committee this year.

1. Top priority: faculty mentoring, salaries/compensation, health insurance, 12-month faculty sick leave (EPA, non-teaching), 10th Street safety, and Phased Retirement.
2. Mid-range priority: off-campus scholarly leave
3. Lower priority: faculty benefits/package, domestic partner policy, minority faculty recruitment/retention, and faculty workloads.

Fixed Term sub-committee and Serious Illness and Disability were included on the list without ranking.

Nasea volunteered to serve on the Fixed Term sub-committee, although no immediate activity was anticipated. Toller indicated no immediate concrete issues related to the Serious Illness and Disability Leave Policy other than interpretation as implementation continues. He will bring such items forward as Committee agenda items as needed.

Discussion identified potential tasks for the high priority items:

- Faculty Mentoring – develop recommendations for guiding faculty mentoring across campus; present a recommendation concerning a faculty networking house/club.
- Salaries/Compensation – clarification/definition of when salary compression, conversion, and inversion become problems; establish policies guiding allocation of what money does exist to address such concerns.
- Health Insurance – analysis of the state health plan in comparison to other plans available on the open market with attention to more effective and efficient plans at a local level.
Discussion of the 12 month non-teaching faculty sick leave suggested that the default policy in the Serious Illness and Disability Leave Policy would apply. The default remains in place except where specifically modified by the Serious Illness/Disability Policy. The Committee will re-address this item when additional information is available.

Action Taken: The Committee adopted the proposed priorities.

Assigned additional duties:
Nasea agreed to seek clarification of the status of the Chancellor’s review of the phased retirement/parking proposal and submit it for the next meeting’s agenda. Nasea will also investigate the Serious Illness and Disability Leave Policy default policy application to 12 month fixed term non-teaching faculty and report back to the Committee. Toller will examine how other institutions are handling 12 month fixed term non-teaching faculty.

Agenda Item: Formation of sub-committees

Action Taken: The following sub-committees were established:
- Faculty Mentoring – Tovey (chair), McGhee, Pravica
- Salaries/Compensation – Lawrence (chair), Clark, Holbert
- Health Insurance – Sugar (chair), Salstrom, Toller.

Assigned additional duties: Sub-committee chairs are to hold committee meetings to address assigned tasks. Chairs may present progress reports at next Committee meeting.

Agenda Item: Discussion of high priority initiatives

Discussion: In addition to the discussion presented above, the Committee discussed approaches to address Senate Resolution #05-27 concerning 10th Street safety. After reviewing initial ideas, the Committee decided to invite D. Long and A. Thompson to the next meeting to discuss concerns.

Assigned additional duties:
Sugar will invite Long and Thompson to the next Committee meeting. Sugar will contact George Harrell to determine if ECU has a pedestrian plan and will also contact ECU Safety to discover if incidence data is available.

Agenda Item: Other business

Discussion: Salaries/Compensation sub-committee will do an initial review of the ECU Faculty and Staff Compensation Plan and facilitate further review and discussion of the plan by the Committee in order to formalize input. The most appropriate avenue for providing feedback to Provost Smith will be determined.
Toller suggested that the Committee could identify questions for the Human Resources Council in our next meeting for their Oct. 20 meeting.

The meeting adjourned at 4:25.

NEXT MEETING:  October 13, 2005

ITEMS TO BE DISCUSSED:

Sub-committee reports (Mentoring; Compensation; Health Insurance)
Phased Retirement
10th Street Safety
12 Month Faculty Sick Leave

Respectfully submitted,
Susan A. McGhee