

COMMITTEE: Faculty Welfare

MEETING DATE: 12-6-18

PERSON PRESIDING: Ralph Scott

REGULAR MEMBERS IN ATTENDANCE: Ralph Scott, Marc Petersen, Marlena Barber, Katharine Didericksen, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Rebecca Powers, Taylor Hilliard

OTHERS IN ATTENDANCE: Rhonda Anderson, Lori Lee

ACTIONS OF MEETING

Agenda Item:

Approval of the agenda

Discussion:

None

Action Taken:

Approved

Agenda Item:

Approval of the minutes from November.

Discussion:

None

Action Taken:

Voted and approved

Agenda Item:

Reports from external committees: none to report

- EHRA Personnel Policies:
- OFE Advisory Council:
- Administrative Recreation and Wellness Advisory Council:

Action Taken:

None

Agenda Item:

Discussion of Revised Faculty Serious Illness and Parental Leave PRR (FSIL)

Discussion:

- Secondary caregiver language was deleted so that each parent/caregiver has access to the full amount of leave

- Qualifying event language for 9mo faculty to coincide with appointment period (Aug. 16-May 15)
- What was driving this process was the 12mo faculty leave policy. Originally, the 12mo faculty for UNC policy manual was only for faculty who didn't earn leave. ECU received approval to implement a policy for 12mo faculty to earn leave. So FISL needed to be revised to account for earned leave and it led to other conversations about how to designate leave for caregivers (e.g. eliminating primary and secondary language, ensuring equal leave periods for multiple caregivers) and when. The attorneys had also recommended language for ADA accommodations.
- Question about available leave time for 12mo: 12mo faculty can ostensibly take more leave, beyond 12 weeks, than 9mo if they have accrued enough sick leave. 12mo faculty also eligible for voluntary shared leave, and disability leave. 12mo faculty don't have a cap on how much sick leave you can have.
- Will people see this as a good thing? That's tough to determine.

Action Taken:

Voted and approved

Agenda Item:

Salary Data availability

Discussion:

- It's back up in [Pirateport](#) and located near the right bottom. It's currently Oct 2018 salaries.
- Kitty will work on providing data for multiple years to allow for comparison over time.

Action Taken:

Faculty Senate will be notified via announcements on December 11th.

NEXT MEETING: January 10@3:3pm, Rawl Annex 142

ITEMS TO BE DISCUSSED: TBD