

COMMITTEE: Faculty Welfare

MEETING DATE: 11-14-19

PERSON PRESIDING: Marlena Rose

REGULAR MEMBERS IN ATTENDANCE: Lee Johnson, Beth Bee, Ralph Scott, Cui Meadows, Katherine Didericksen, Rebecca Powers

EX-OFFICIO MEMBERS IN ATTENDANCE: Wendy Sergeant, Lisa Hudson, Morgan Estes

OTHERS IN ATTENDANCE: Rachel Baker, Lori Lee

ACTIONS OF MEETING

Agenda Item:

Approval of Minutes from October 2019 meeting

Discussion:

None

Action Taken:

Minutes from October 2019 meeting approved

Agenda Item:

Updates from Administrative Recreation and Wellness Advisory Council

Discussion:

- The ARWAC is developing a master plan for Campus Recreation and Wellness. They are looking for ideas. They ask feedback in terms of how we use the rec facility, and if we have anything that we want to put in the master plan. They said, “not to limit oneself in terms of visioning.” Please email Beth if you have suggestions. Examples are classes, programming, fees. They don’t have a projected time to finish the plan yet.

Action Taken:

- None
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Agenda Item:

Student Grievance PRR

Discussion:

- There is a discrepancy on page. 2, the introduction paragraph and the section 4.2.2. in terms of the words “faculty member”. The discussion was should we put “faculty” in both places or just do “staff”? This had been a continuation of a discussion from the previous month. The University Attorney’s office left this in our hands so long as we were consistent in use.

Action Taken:

- Voted to add “faculty” to the introduction paragraph on page. 2. Marlana will make modifications based on the voting and put it forward to Faculty Senate meeting in December.
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Agenda Item:

Faculty Salary Compression Study Report Draft update

Discussion:

The final draft is complete. IPAR invites the FWC to take a final look and suggest any changes. At this stage only minor revisions are welcome. There will be information sessions. The report will be posted for everybody prior to the Faculty Senate meeting. The report has identified faculty members who fall in the range of compressed or inverted salary. The results have been sent to the department heads.

There is a Faculty Salary Compression Study Feedback Form. The form will be open until March 1, 2020. The FWC will review all feedback, taking appropriate action when possible and forwarding questions.

Action Taken:

- None
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Agenda Item:

Faculty Salary Status potential resolution discussion

Discussion:

- In a document that Lee shared to the committee that was related to the salary inequities identified by the IPAR report to bring all faculty members to the range of .75 standard deviation (SD). It is a draft resolution that would schedule IPAR review of faculty salaries on a three-year schedule to ensure that faculty salaries meet the salary predictors based upon regression analysis to maintain to salaries at or better than .75 SD. Lori recommended adding a timeline to the recommendations. Lee will edit the document and the committee will discuss it again in March 2020.

Action Taken:

- None
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Agenda Item:

Updates from AAUP meeting on 11/6 and discussion

Discussion:

- AAUP invited Marlina to attend a meeting to discuss the Resolution on the Status of Fixed-Term Faculty that had been presented at the April Faculty Senate meeting, and Marlina initiated a discussion based on that meeting. FWC discussed issues with part-time and fixed-term faculty. Some example issues that were discussed at the FWC meeting that were based on the AAUP resolution were mechanisms for fixed-term faculty to advance in their title, benefits for part-time faculty, and potential for a route for fixed-term faculty to go tenure track. The committee learned that these details vary by positions or departments. Tenure is not necessarily important for health science departments. If the initial recruitment posting says tenure-track or fixed-term, then the hired employee can decide. Fixed-term faculty do not require a terminal degree. Some fixed-term faculty prefer a one-year contract over a multi-year contract. The longest multi-year contract at ECU is five per the Faculty Manual. Some faculty might try tenure-track but choose to go back to fixed-term. There are all kinds of variations for this. A question was brought up of “how are our numbers of fixed-term faculty matching with others?” Each January, a report is posted by IPAR. Maybe we can find the percentage of fixed-term faculty through internal mechanisms. IPAR may be able to provide the committee with ideas of how ECU’s fixed-term faculty data compare to all other institutions in North Carolina and/or our peer institutions. In terms of advancement, some units have robust advancement guidelines for fixed-term faculty in their unit codes, but some units don’t.

Action Taken:

- None.
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Agenda Item:

- New Business: Next meeting FWC to inquire if AA and DHS could prepare a report regarding the percentage of fixed-term faculty versus tenured/tenure-track, and how many fixed-term faculty are on multi-year contracts versus one-year contracts. The committee will also think clearly what they want from IPAR in terms of external data.

Discussion:

- None.

Action Taken:

- None.
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NEXT MEETING: 12-12-19@3:30pm, Rawl Annex 143