

Revised

**COMMITTEE:** Faculty Welfare

**MEETING DATE:** 2-14-19

**PERSON PRESIDING:** Lee Johnson

**REGULAR MEMBERS IN ATTENDANCE:** Ralph Scott, Marc Petersen, Robert Kulesher, Beth Bee

**EX-OFFICIO MEMBERS IN ATTENDANCE:** Kitty Wetherington, Rebecca Powers, Wendy Sergent, Lisa Hudson

**OTHERS IN ATTENDANCE:** Lori Lee, Jeff Popke, Wendy Creasey

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## **ACTIONS OF MEETING**

### Agenda Item:

Jeff Popke:

- Diversity document for discussion is a top-down process, so there is no need to copy edit language, although questions and comments are welcome
- Campus survey of morale: he's putting together a small team 6-8 ppl to discuss how best to address the faculty engagement/morale survey results. He provided samples of other institution's attempts through surveys ranging from one overall question to several specific questions to find out from faculty what makes their jobs harder and what ways the University could reduce unnecessary processes. He noted that there are some issues relating to morale that could not be addressed through this exercise, i.e. salaries. There is no specific deadline, but it would be ideal to get the survey out this semester, then in the fall, think about institutional responses. The next survey will go out in 2020, then a subsequent one 2 years after that.

### Action Taken:

Marc Petersen and Rebecca Powers volunteered to serve on the team with Jeff on behalf of the committee

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### Agenda Item:

Approval of the minutes from January 2018

### Action Taken:

Voted and approved

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### Agenda Item:

Review of Emeritus Faculty Privileges from Faculty Manual Part XI, Sect I, Subsection VI and Retirement benefits outlined in Subsection IV.

### Discussion:

- Wendy Creasey, Director of Academic Technologies summarized issue relating to: email is possible, some retired faculty also want Microsoft individual licenses and there is a cost - [see this site for plans](#). ECU is not allowed to provide access to One Drive or Online Microsoft to retired faculty because of their licensing agreement (but you can get [free access to online Microsoft](#)). If a retired faculty member returns to work on a grant, or teaching, even if it's not an "official" paid capacity, ITCS can provide individual software access as long as the department unit head signs off on it and states it is required

for an institutional business purpose. SPSS can be publicly available on computers in the library for retirees.

- Library provides access to journals and databases as long as they have a pirate ID/email. There are 5 dedicated terminals that they can use (these are community resources). Although they could scan copies to themselves (if they have email).
- Academic unit heads have to agree and confirm that a retired faculty member needs to access the particular software requested and the institution has to determine if that is allowed based on licensing and if there is a departmental cost.
- Do we add text to clarify that that as a retiree, you do not get any software privileges? The committee agreed it should be noted somewhere but would appear a bit odd in the context of everything else that currently details retiree benefits in the Faculty Manual.

Action Taken:

Committee voted that no changes to the current benefits outlined in the Faculty Manual, Part XI, Section I, Subsection VI. Emeritus Faculty Privileges or Subsection IV. Retirement were necessary at this time

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Agenda Item:

Student Grievance PRR as amended by Chris Stansbury within the Division of Student Affairs

Discussion:

- Re #3: language is currently written that students “should” initiate the grievance within 30 days but faculty grievance policies state “must”. Is there a limitation on how long after the incident students CAN begin the grievance process? Without advocating for “must”, if it isn’t legally required to be 30 days, why is it 30 and at what point does “should” become a “must”. In other words, is 30 days definitive and if not, what is the definitive period of time?
- 4.1 Step 1 typo: it doesn’t say “by the student” as it does in other steps, this seems necessary to add, or at least clarify who needs to present the grievance.

Action Taken:

Lee will contact folks in the Dean of Students office for clarity on above two questions and the Committee will address this proposed PRR again in March.

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Agenda Item:

UNC Diversity and Inclusion Proposed Policy

Discussion:

- Policy 5, pg. 3, Paragraph A: should include faculty representation
- Definitions, pg. 1 of 3, Paragraph E “intentional efforts undertaken”, transparency on attempts for diversity and inclusion with regards to recruitment and retention. We need data
- Transparency about procedures we have in place
- How will we define diversity?
- When people apply they can fill-out demographic info, but it is not shared with search committee, it’s kept in OED. But not everyone completes it.
- What data will be used? And if so, how will it be used, for example either for rewards or penalties?

Action Taken:

Lee will note the concerns and communicate them to Jeff Popke who is compiling information to be forwarded to Lakesha Forbes by February 15.

**NEXT MEETING:** March 14, 2019@3:3pm, Rawl Annex 142

**ITEMS TO BE DISCUSSED:** Committee on Salary Equity report, response from Dean of Students regarding Student Grievance PRR