

COMMITTEE: Faculty Welfare

MEETING DATE: 4-11-19

PERSON PRESIDING: Lee Johnson

REGULAR MEMBERS IN ATTENDANCE: Marc Petersen, Robert Kulesher, Marlena Barber, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Lisa Hudson

OTHERS IN ATTENDANCE: Lori Lee, Steve Serck (Associate University Attorney)

ACTIONS OF MEETING

Agenda Item:

Approval of the minutes from February 2019

Action Taken:

Voted and approved as amended

Agenda Item:

Discussion of Use of University Property Regulation with Steve Serck

Discussion:

- Steve provided background on the policy: Interest in making property policy compliant with First Amendment and other freedom of speech policies, such as the Freedom of Expression Regulation (available online via University Policy Manual, under PRR tab). Several university entities, such as University Police, would like more guidance for events in particular. Draft Property Regulation has been vetted by all, approved by exec committee as an interim, and is now pending approval by faculty senate.
- Clarification: This is just for ECU, although most sister institutions have something. BOG have come out in favor of first amendment rights, however, there is no umbrella, UNC-wide document
- Clarification: Pertains to anything that we rent as well
- 2 typos identified: 2.22, 3.4.4.7
- Spontaneous Expressive Activity: how detailed does it need to be? Does it need to be more detailed
- Benefits to getting permission: can't block students who are trying to get to class, can't shut down important university functions, can't use a blow-horn while classes are in session, have to clean up mess
- Would students be held accountable for any damage or costs, ie: security? It's difficult to identify who should be liable for things. Courts say that first amend compliance is messy and expensive.
- "Pure outsiders", i.e.: members of the public not affiliated with the university, have access to the cupola and another space on the health sciences campus
- 3.3.10 no definition for "facilities", not explicit to sidewalks, for example. Should be "university property", but need to consider use of chalk vs. paint.

Action Taken:

- Steve will revisit and clarify 3.3.10 and correct typos in 2.22 and 3.4.4.7
 - Steve will seek speaking privileges for Faculty Senate Meeting, April 23, 2019
 - Voted and approved amended document via email vote (4/15/19)
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Agenda Item:

Salary compression and inversion update

Discussion:

Regression model was developed to compare individuals within departments at ECU, not across departments, not regionally, and not nationally. In other words, this was an internal compression and inversion study. Starting with academic affairs, health sciences, Body, etc. and will also identify outliers who have received grants, contracts, and other monetary awards above official salary. Report should be completed in the fall and Faculty Senate will be updated. Once individuals have been identified within departments, the next step will be to find money.

Action Taken:

None

Agenda Item:

Final report proposed timeline

Discussion:

- Minutes should be completed and ready for circulation by April 15th
- Send report sent to Lee by April 22nd. Then we can send to the FWC committee for any comments to be returned by May 6th.
- Final submission before May 15th deadline.

Discussion:

Voted and approved. Ralph will take the lead on the report.

Agenda Item:

Business to carry forward

Discussion:

- Address the following and if possible, bring about a senate resolution:
 - Ask that Unit Code Screening Committee require a method of advancement in unit codes for fixed term faculty
 - Propose that the university fund health insurance for fixed term faculty that do not have health insurance from another employer
 - Propose that the university provide a living wage (similar to SPA floor) for fixed term faculty
- Explore and address issues regarding attention to and support for faculty diversity retention.
 - Invite partners across campus to discuss potential resources and necessary actions, e.g. Ombuds, OED (implicit bias training), Student Affairs, study abroad
- Explore faculty expectation for research-extensive university

NEXT MEETING: TBD, Fall 2019, Rawl Annex 142

ITEMS TO BE DISCUSSED: Business carried forward