

**COMMITTEE:** Faculty Welfare

**MEETING DATE:** 09-12-19

**PERSON PRESIDING:** Marlena Rose

**REGULAR MEMBERS IN ATTENDANCE:** Lee Johnson, Marc Petersen, Katharine Didericksen, Beth Bee, Cui Meadows

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

**OTHERS IN ATTENDANCE:** Lori Lee and Rachel Baker (Faculty Senate staff)

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## **ACTIONS OF MEETING**

### Agenda Item:

committee officers elected

### Discussion:

None

### Action Taken:

committee officers elected

- Chair: Marlena Rose
  - Vice Chair: Katharine Didericksen
  - Secretary: Cui Meadows
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### Agenda Item:

Appoint a regular voting faculty member to serve as a member of the University Administrative EHRA Personnel Policies Committee

### Discussion:

None

### Action Taken:

- Faculty member appointed: Marc Petersen
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### Agenda Item:

Appoint a regular voting faculty member to serve as a member of the Administrative Recreation and Wellness Advisory Council

### Discussion:

None

### Action Taken:

- Faculty member appointed: Beth Bee
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Agenda Item:

Appoint a regular voting faculty member to serve as a member of the Task Force Developing Salary Predictors Used in Generating Data for future faculty salary studies

Discussion:

None

Action Taken:

- Faculty member appointed: Lee Johnson
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Agenda Item:

Collaborate with ECU AAUP Chapter on Status of Fixed-Term Faculty resolution

Discussion:

- Members reviewed the last two pages of the Faculty Senate Meeting minutes from April 23, 2019: #19-63
- The salary report is in the process of disseminating to people in charge. The committee wanted to Invite someone from IPAR to come in.
- Deadline: November

Action Taken:

- Marlena Rose will invite Jay Newhard to speak in a future meeting (date to be decided)
  - Former chair will send the info of a potential personal from IPAR to Marlena Rose.
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Agenda Item:

Ask that Unit Code Screening Committee to require a method of advancement in unit codes for fixed term faculty

Discussion:

- Ask Jay Newhard. The current method of advancement is not very clear in unit codes across the university. The committee need to provide the reason for adding a method of advancement. For example, when a fixed term employee can be promoted from assistant level to associate level.

Action Taken:

- Send a link of a dissertation researching fixed term faculty for reference
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Agenda Item:

propose that the university fund health insurance for fixed term faculty that do not have health insurance from another employer.

Discussion:

- Some other universities provide healthcare for temporary employees
- Do we provide retirement benefits to temporary employees?
- Clarified the differences between temporary and adjunct, permanent fixed term and temporary fixed term
- Need more information from HR

Action Taken:

- Invite Lee Ann Goff from HR to a future meeting
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Agenda Item:

Propose that the university provide a living wage for fixed term faculty

Discussion:

- Fixed term faculty is not included in the IPAR study

Action Taken:

- None

**NEXT MEETING:** 10-10-19@3:30pm, Rawl Annex 142