

COMMITTEE: Faculty Welfare Committee

MEETING DATE: October 8, 2020

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Ann Bee, Katharine (Kit) Didericksen, Rebecca Harris, Jan Mayo, Cui Meadows, Gail Ratcliff, Pamela Reis, Roger Russell

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Marlena Rose, Wendy Sergeant, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING

Agenda Item: Academic Affairs Fixed-Term Faculty Salary Report

Discussion: Ying Zhou and Beverly King from IPAR gave a brief overview of the Academic Affairs Fixed-Term Faculty Salary Report re: the models and variables used in the regression analysis. They reviewed the example provided in the report about how faculty could calculate their predicted salary based on the formula in the report. There was discussion about 3 faculty salary studies since 2015:

2015-2016: Academic Affairs and Health Sciences Equity Study – salary adjustments made.

2018-2018: Academic Affairs and Health Sciences Compression Study - faculty were notified of salary inequity impacting them but due to budget restrictions not all faculty have been compensated.

2019-2020: Academic Affairs Fixed-Term Faculty Salary Study - faculty who were impacted have been notified however due to budget restrictions adjustments have not been made.

Wendy addressed a question about how part-time faculty are paid. They are paid according to departmental course rates. Rates are updated periodically.

Beth recommended a formal resolution to the Faculty Senate to examine faculty salaries every 3 years. Ying stated that 3 years is not a reasonable time frame since it takes 2 years to do the study and 2 years to make adjustments. She recommended a 5-year review cycle as is current practice.

Ying expressed concern about wording of the resolution from a statistical standpoint.

Action Taken:

Gail will work with Ying to revise the language of the resolution so that is statistically and mathematically correct.

Assigned additional duties to: Gail will work with Ying on the language in the resolution as noted above.

Agenda Item: Approval of September Minutes

Discussion: Gail noted that a vote on minutes is not required. Instead, a call for corrections is all that is necessary. A typo was noted in the September minutes.

Action Taken: Minutes approved with correction of the typo.

Assigned additional duties to: Rachel will place the approved minutes on the Faculty Welfare Committee website.

Agenda Item: University Property Regulations

Discussion: Gail requested clarification about the regulation. Marlena discussed that the regulation refers to sound levels at outdoor events.

Action Taken: Action on this item is postponed since we are currently not holding live events due to the pandemic.

Assigned additional duties to: N/A

Agenda Item: AAUP Resolution on Medical Privacy Regarding ADA Accommodations

Discussion: Rebecca provided an overview of the resolution. The resolution document includes an adoption date of July 2020 however Rebecca was not certain that it was indeed adopted over the summer because of concerns with proposed language in the accommodations form.

Action Taken: Request update from AAUP about the resolution.

Assigned additional duties to: Rebecca will follow up and provide an update at the November meeting.

Agenda Item: Revisions to Faculty Manual Part XI General Faculty Employment Guidelines and Benefits

Discussion: Revisions passed in Faculty Senate.

Action Taken: Resolved

Assigned additional duties to: N/A

Agenda Item: Updates re: Student Wellness and Recreation Advisory Committee (Beth Bee)

Discussion: Beth reported the discussion by the committee about membership fees, hours of operation, and the budget. About 90% of the recreation center budget is based on student fees. Due to the pandemic there is a \$1 million deficit. However, with cost savings for example in travel, the actual deficit may be closer to around \$400,000. Staffing may increase due to the need for intense cleaning of facilities. It is not anticipated that current staff will be furloughed.

Action Taken: N/A

Assigned additional duties to: Beth: See the CRW Membership Charges Proposal and CRW Hours of Operation on pages 4-6 of the October minutes.

Other Business: None

NEXT MEETING: November 12, 2020

ITEMS TO BE DISCUSSED:

Revisit fixed-term faculty salary study resolution.

ATTACHMENTS

ATTACHMENT 1 CRW UPDATE

CRW membership charging, Proposal 10120

Beginning **October 5**, 2020, we would like to open up new memberships for purchase for Fall semester to Distance Education Students, Medical Residents, Faculty, Staff, and Retirees. We want to **pause** on opening new memberships to Alumni, Plus Ones, and guests at this time.

Membership Continuation (**suspended membership and payments as of 3/16/20, limited access to services restored 8/7/20**)

- Double the amount of time their membership was unavailable due to COVID-19 and based on our limited hours, services, and capacity.
 - Spring 2020 members (paid in full) will be extended through 1/15/20. [2 mos = 4 mos / Mar-May = Oct-Jan]
 - Annual 19-20 members (paid in full) will be extended through 8/14/20. [5 mos = 10 mos / Mar-Aug = Oct-Jul]
 - Payroll deduction - your biweekly payments will begin again on 10/31/20

New Fall 2020 Memberships [This includes our internal ECU community.]

- Distance Education Students - \$32.00
 - Many students are not aware they show up as DE and non-fee paying student, therefore, unable to access our facilities and services.
 - This includes part-time students.
 - Students are battling many mental health and physical health issues that can/need to be mitigated by physical movement.
 - \$32.00 is based on 50% of a student membership pricing.
- Medical Residents - \$55.00
 - Residents are treated as staff and are not fee-paying students at other universities.
 - \$55.00 is based on 50% of a Faculty/Staff semester membership of \$110.00.
- Faculty, Staff, and Retirees - \$55.00
 - \$55.00 is based on 50% of a Faculty/Staff semester membership of \$110.00.
- Payroll Deduction starting 10/30 - \$11.00 per paycheck
 - By starting 10/30, they will be charged five times for the Fall semester, equaling \$55.00.
 - \$55.00 is based on 50% of a Faculty/Staff semester membership of \$110.00.

CRW Hours of Operation (SRC/Pool/HSC)

Fall Semester 2020 (Begins on September 8, 2020)

Boathouse Closes Friday, October 30th ; Outdoor Pool Closed for COVID-19

October 2019

Beginning October 5th at SRC

Mondays – Fridays 11:30am – 1:30pm, 4:30pm – 6:00pm, 6:30pm – 8:00pm
Saturdays & Sundays 2:30pm – 4:00pm, 4:30pm – 6:00pm

Beginning October 5th at Indoor Pool

Mondays – Thursdays 10:45am – 11:45am, 12:00pm – 1:00pm, 1:15pm – 2:15pm
4:30pm – 5:30pm, 5:45pm – 6:45pm
Fridays 10:45am – 11:45am, 12:00pm – 1:00pm, 1:15pm – 2:15pm

Beginning October 5th at HSC

Mondays – Thursdays 5:00am – 6:30am, 7:00am – 8:30am, 4:30pm – 6:00pm
Fridays 5:00am – 6:30am, 7:00am – 8:30am

November 2019

Regular Reduced Hours – November 16-24th at SRC

Mondays – Fridays 11:30am – 1:00pm, 4:30pm – 6:00pm
Saturdays & Sundays 2:30pm – 4:00pm, 4:30pm – 6:00pm

Wednesday, November 25 11:30am – 1:00pm – Thanksgiving Break
Thursday, November 26 Closed – Thanksgiving
Fri, Nov 27 – Sun, Nov 29 4:30pm – 6:00pm
Mon, Nov 30 – Fri, Dec 18 Regular Reduced Hours

Regular Reduced Hours – November 16-24th at Indoor Pool

Mondays – Fridays 10:45am – 11:45am, 12:00pm – 1:00pm

Wednesday, November 25 10:45am – 11:45am, 12:00pm – 1:00pm – Thanksgiving
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Mon, Nov 30 – Fri, Dec 18 Regular Reduced Hours

Regular Reduced Hours – November 16-24th at HSC

Mondays – Thursdays 4:30pm – 6:00pm

Wed, Nov 25 - Thu, Nov 26 Closed – Thanksgiving Break
Mon, Nov 30 – Fri, Dec 18 Regular Reduced Hours

December 2019

CLOSED: Saturday, December 19, 2020 – Friday, January 1, 2021

Spring Semester 2020

January 2020

Regular Reduced Hours – January 2-10th at SRC

Mondays – Fridays 11:30am – 1:30pm, 4:30pm – 6:00pm
Saturdays & Sundays 2:30pm – 4:00pm, 4:30pm – 6:00pm

Monday, January 11 Resume regular *Hours of Operation (TBD)*

Regular Reduced Hours – January 2-10th at Indoor Pool

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Regular Reduced Hours – January 2-10th at HSC

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Monday, January 11 Resume regular *Hours of Operation (TBD)*