

COMMITTEE: Faculty Welfare Committee

MEETING DATE: November 12, 2020

PERSON PRESIDING: Gail Ratcliff

REGULAR MEMBERS IN ATTENDANCE: Beth Bee, Rebecca Harris, Jan Mayo, Cui Meadows, Gail Ratcliff, Pamela Reis, Roger Russell

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

OTHERS IN ATTENDANCE: Rachel Baker, Jocelyn Nelson (guest)

ACTIONS OF MEETING

Agenda Item: AAUP Resolution on Medical Privacy Regarding ADA Accommodations

Discussion: Jocelyn Nelson presented the background and timeline involving changes to the AAUP resolution on medical privacy regarding ADA accommodations. A detailed timeline of discussions between the ECU AAUP Executive Committee, the ECU ADA Coordinator, and ECU Office of University Counsel is included in SharePoint. The onset of the pandemic resulted in the need to consider accommodations for people with vulnerabilities to COVID-19. In July the AAUP passed a resolution on medical privacy regarding ADA accommodations. However, after review of the process it was determined that the Accommodations Request form and the Verification Request form contained language that asked individuals requesting accommodation to consent to sharing of their protected health information. The ECU chapter of AAUP drafted a revised resolution that would limit the disclosure of protected health information.

Action Taken: Kitty Wetherington will meet with the Office of University Counsel and the interim ADA coordinator to determine if the language in the forms is consistent with best practices regarding disclosure of protected health information when requesting accommodations. Kitty will update the committee on the discussion at the January 2021 meeting.

Assigned additional duties to: Kitty Wetherington

Agenda Item: Approval of October Minutes

Discussion: There were no correction to the minutes. A question was raised about how items for future discussion are tracked. Gail stated that she is keeping a record of these items.

Action Taken: Minutes approved by consensus.

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

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

Discussion: FS Resolution # 20-61 was approved by the Faculty Senate; however the resolution was not approved by the Chancellor due several required edits (see the Faculty Welfare Committee SharePoint site for the document with the required edits). There were extensive tracked changes in the document that was returned to the committee by the Faculty Senate. Committee members have not had the opportunity to review all changes in their entirety.

Action Taken: Discussion of the required edits will occur at the January 2021 meeting to allow adequate time for the entire committee to review the edits.

Assigned additional duties to: All committee members.

Agenda Item: Update from IPAR on salary studies and feedback from Academic Affairs on the response to previous studies.

Discussion: Wendy Sergeant provided an update regarding salary adjustments based on the Academic Affairs salary study reports.

- The equity study began in 2014 and the final report for Academic Affairs was published in Dec. 2015.
- All notifications and salary adjustments have been made.
- The tenure-track, tenured salary compression study began in 2018 and concluded in 2019. All notifications have gone out to the faculty that were identified, but salary adjustments have not been made as the institution faced a \$16 million cut.
- The fixed-term salary study began in 2019 and concluded in 2020. All notifications have gone out to the faculty that were identified.

Gail met with Ying Zhou and Beverly King from IPAR to clarify the methodology for salary adjustments. Ying and Beverly stated that they believe standard deviation was not the most accurate measure of deviance in the model used. They recommended using a predictive salary model with increases based on differences between predicted and actual salaries as a more accurate metric for determining salary adjustments. Ying and Beverly felt that a 5-year review cycle is more realistic than a 3-year review cycle due the amount of time it takes to clean and prepare the data. There was discussion about how the SD threshold used in the study was determined – it was stated that the ad-hoc advisory groups working with the study data determined the threshold. Refer to the Faculty Salary Compression Study report on the Faculty Welfare Committee website for the methodology used to determine salary adjustments.

Based on the information from IPAR there was discussion about amending the committee's faculty salaries resolution. The resolution is in the committee SharePoint site.

Action Taken: Beth will edit the resolution based on the discussion and present the revised document at the January 2021 meeting.

Assigned additional duties to: Beth Bee

Other Business:

CRW Advisory Board Meeting Report (Beth Bee)

CRW Advisory Board mtg 11/12/2020

New Name:

Student Rec center now Eakin Student Rec Center and will now be referred to as the "ESRC"

Hours & Memberships:

Hours

- Holiday closures Dec 24-Jan 1 (HSRC closes before dec 24)
- Spring: Interested in adding 5:30-7:30am to ESRC - only change
- No “high-risk” special hours

Membership incentive until Jan 31:

- New members that sign-up by Jan 31 - \$22 down payment waived + 5 guest passes (they anticipate letting guests back in the Spring.
- 1 free PT session with PT sign-up

Possible facilities expansions

- Boys and Girls Club, Winterville - considering adding this to facilities for winter club sports (eg volleyball, basketball, yoga, dance) as it’s not used after 7pm.
- Convo continues with City of Greenville, eg. Steele Center, not used after 7pm.

Wellbeing programming:

- Better You: New digital well-being tracker, provides reminders, sets goals, badges (no watch necessary, just a smart phone), includes “social” well-being goals, eg. Call your mom each week. Available through collaboration between CRW and SGA.
- New Well-being Hub coming soon (space for well-being programming). Faculty, staff, students, and others will be surveyed about this. Stay tuned for more info to come.

Budget

- FY 2021: \$1.3 million deficit (mostly due to significantly reduced student fees, which is 90% of the budget)
 - Savings = vacant positions + summer furloughs + no staff travel + student payroll vacancies + Things (no lunches for meetings, no t-shirts for staff, etc.) = can make up roughly half of the deficit. Expanding memberships will also help

Additional membership info in process:

- Exploring “affiliated” memberships, eg. Vidant employees (their wellness center is closing), Aramark, etc.
- Exploring “family/spouse” memberships for students - looking into definition of “spouse”
- **Tiered membership for fac/staff proposal: \$44,999/yr and below = half price, above = regular rate. Currently 6k members, which is only 13-18% of faculty and staff. They want to increase this to 25%. They are also looking into spouse or + 1 at half price. “Spouse is still being defined”. Can’t say when or how soon this may or may not be approved.**

NEXT MEETING: January 21, 2021

ITEMS TO BE DISCUSSED:

Revisit fixed-term faculty salary study resolution.

Faculty Manual Part XI General Faculty Employment Guidelines and Benefits edits

AAUP resolution on Medical Privacy regarding ADA Accommodations update