

**COMMITTEE:** Faculty Welfare

**MEETING DATE:** 10-14-21

**PERSON PRESIDING:** Pamela Reis

**REGULAR MEMBERS IN ATTENDANCE:** Casey Fleming, Rebecca Harris, Steve Wolf, Jan Mayo, Cui Meadows, Roger Russell, Beth Bee

**EX-OFFICIO MEMBERS IN ATTENDANCE:** Kitty Wetherington, Wendy Sergeant, Lisa Hudson, Tory Rose Harris

**OTHERS IN ATTENDANCE:** Puri Martinez, Rachel Baker

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**ACTIONS OF MEETING**

Agenda Item:

Approval of the agenda

Action Taken:

Voted and Approved

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Agenda Item:

Open position 2021-2023

Action Taken:

Professor Garrison from Health Sciences has been appointed.

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Agenda Item:

Kitty: Flexible Work Arrangement and Remote Work Agreement update.

Discussion:

- The PRR is currently interim.
- Why and when PRR applies to faculty. In particular, Information and Data Security, section 3, pertains to faculty to make sure data they access from home or elsewhere is secure.

Action Taken:

Rebecca will send concerns to Pamela so that feedback to Faculty Senate can mention these.

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Agenda Item:

Update: FSR #21-15 Resolution on the Status of Faculty Salaries for the Division of Academic Affairs and Health Sciences at ECU.

Discussion:

- Interim Chancellor Mitchelson acknowledged receipt on March 15, 2021 but did not approve due to budget concerns, which is not uncommon.

- Faculty Senate needs to revisit the approved resolution in conversations with university leadership
- Faculty governance is including parts of the resolution that pertain to salary studies and is being included in the updated Faculty Manual.

Action Taken:

None

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Agenda Item:

Senate Chair Martinez: discussion of priorities for FWC 2021-2022

Discussion:

- Work with University Budget Committee on 4 items -
  - a) Summer salary
  - b) Need to put tenure & promotion raises in writing and establish mechanism for maintaining raises into the future
  - c) Establish amount and mechanism for promotional raises for fixed-term faculty.
  - d) Representative from FWC needs to serve on salary sub-committee.

Action Taken:

- Pamela will reach out to Jeff Popke and Marlena Rose to invite them to our Nov meeting as they have done significant research about salary raises and amounts.
  - Steve will be the representative to the sub-committee on salaries.
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Agenda Item:

Kitty Wetherington: Update on *ADA Verifications and Accommodations* forms.

Discussion:

- Forms were finalized over the summer to be used in the fall.
- Need to update to include gender neutral language.

Action Taken:

Kitty will inform responsible parties about updating forms with gender neutral language

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Agenda Item:

Casey Fleming: Campus Recreation and Wellness Advisory Council

Discussion:

- Reduced hours because of staff shortages, new fee schedule is in place, masks are mandatory.

Action Taken:

None

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Agenda Item:

Rebecca Harris: University Administrative EHRA Personnel Policies Committee

Discussion:

- Committee has not met

Action Taken:

None

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Agenda Item:

Patient Advocates – Steve Wolf

Discussion:


Such individuals can be vital for helping people navigate health insurance and is important for the FWC to know more about what their role is and how this might be a model to implement at ECU.

Action Taken:

- Steve will do additional research about patient advocates and similar positions at other universities to present at the next meeting.
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**NEXT MEETING:** Nov 11, 2021 @3:3pm, via Teams

**ITEMS TO BE DISCUSSED:**

- Discuss Faculty Salary/Budget Sub-Committee action items
- Presentation by Steve Wolf about Patient Advocates
- Ongoing Business:
  -  [Resolution #21-42 and #21-43: Approved by the Faculty Senate: April 27, 2021 and Rejected by the Chancellor: June 7, 2021. Awaiting further guidance regarding why it was rejected.](#)
  - Continue to explore issues related to fixed-term faculty (i.e., explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35); consider proposing a living wage for fixed-term faculty; re-writing parts of the Faculty Manual as applicable to fixed-term faculty).
  - Explore and address issues regarding attention to and support for faculty diversity retention.
  - Faculty well-being.
  - Explore faculty expectation for research-intensive university.
  - Resolution on amplified sound on campus.