

COMMITTEE: Faculty Welfare Committee

MEETING DATE: March 11, 2021

PERSON PRESIDING: Gail Ratcliff

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

EX-OFFICIO MEMBERS IN ATTENDANCE: Lisa Hudson, Wendy Sergeant

GUESTS: Sara Lilley (attended on behalf of Kitty Wetherington)

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING

Agenda Item: Approval of February 2021 Minutes

Discussion: Kitty Wetherington submitted minor corrections to the minutes that were accepted in the current version of the minutes on SharePoint.

Action Taken: Minutes with corrections were approved by consensus.

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

Agenda Item: Report from the Chair

Discussion:

1. The edits to Faculty Manual Part XI General Faculty Employment Guidelines and Benefits were approved by the Chancellor.
2. Gail serves on 2 ad-hoc committees working on faculty issues. The first is a subcommittee of the Faculty Senate to work on faculty issues and the second is the summer salaries subcommittee. The subcommittee is working on a model that considers rank and title.

Action Taken: None required

Assigned additional duties to: N/A

Agenda Item: Report from the Campus Recreation and Wellness Advisory Council – Beth Bee

Discussion: Beth provided a report from the last Campus Wellness and Recreation (CRW) Advisory Council meeting (in SharePoint). She requested FWC input about the following:

CRW Membership with Existing Awards: The CRW Center is considering awarding 1-year memberships to winners of existing faculty and staff awards. The Advisory Council is not interested in creating a new award. Beth asked FWC members for ideas about which existing awards would be a good fit for the gift of a CRW Center membership. Beth stated that the Advisory Council did not feel that the existing award had

to be connected to health and wellness. However, there was discussion about linking the award to health and wellness to promote greater incentive to participate and continue with a long-term membership.

Tiered Membership Costs: CRW is considering a tiered membership proposal. The proposal will be presented during the April Faculty Senate meeting. See the proposal information submitted by Beth in SharePoint. There was discussion about the salary tier table being unclear re: the salary tier increments. Sara provided clarification based on her prior communications about the proposal: half price memberships would apply for individuals making \$45,000/year and below. The pricing tier considers other groups who may join such as household members, Vidant, Aramark, and alumni. Concern was expressed that the CRW salary tier range does not consider the range of salary differentials. There were also concerns expressed about the current CRW Center process for making pool reservations.

Advisory Council Rep for 2021-2022: Beth's term on the FWC ends in April 2021. A FWC representative to the CRW Center Advisory Council will need to be appointed in Fall 2021.

Action Taken:

CRW Membership with Existing Awards: FWC members with ideas about CRW memberships being implemented with existing awards should contact Beth with feedback.

Tiered Membership Costs: Beth will bring concerns about the recommended salary tier and pool reservation process back to the Advisory Council for further discussion.

Advisory Council Rep for 2021-2022: Beth's term on the FWC ends in April 2021. A FWC representative to the CRW Center Advisory Council will need to be appointed in Fall 2021.

Assigned additional duties to: Beth Bee; Chair of FWC (appointment of CRW Center Advisory Council rep).

Agenda Item: Faculty Well-being

Discussion: Pamela reminded FWC members that during the February Committee Chairs meeting Chancellor-Elect Rogers asked what the FWC was doing to promote faculty wellness. The committee discussed the "If it Matters to You, it Matters" wellness campaign through the UNC System Office and resources that were distributed to ECU faculty and staff via an email from the System office. Sara informed the committee that more information from the UNC System Office is forthcoming. It was suggested that the FWC invite Chancellor-Elect Rogers to our April meeting to discuss his vision for faculty wellness.

Action Taken: The FWC will invite Chancellor Elect-Rogers to the April meeting.

Assigned additional duties to: Gail – will invite Chancellor-Elect Rogers to the April FWC meeting.

Other Business:

Item: 2020-2021 Annual Report

Discussion: The Committee Annual Report is due May 15th.

Action Taken: Will discuss the draft of the report at April FWC meeting.

Assigned additional duties to: Gail and Pam

NEXT MEETING: April 8, 2021

FUTURE ITEMS TO BE DISCUSSED:

1. 2020-2021 Annual Report.
2. Faculty well-being.
3. Priorities for 2021-2022 academic year.
4. Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (#20-35).
5. Consider proposing a living wage for fixed-term faculty.
6. Explore and address issues regarding attention to and support for faculty diversity retention.
7. Explore faculty expectation for research-intensive university.
8. Report on creation of committee to explore issues affecting fixed-term faculty.
9. Other business TBD.