

COMMITTEE: Faculty Welfare

MEETING DATE: 2-10-22

PERSON PRESIDING: Pamela Reis

REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Casey Fleming, Rebecca Harris, Roger Russell, Beth Bee

EX-OFFICIO MEMBERS IN ATTENDANCE: Kitty Wetherington, Wendy Sergeant, Tory Rose Harris, Steve Wolf, Aundrea Oliver

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING

Agenda Item:

Approval of the minutes

Action Taken:

Approved

Agenda Item:

Faculty Vacancy Report — Steve Wolf

Discussion:

- Discussed importance of seeing and knowing metrics of how faculty vacancies, salaries, and resource allocation in general are measured at peer institutions.
- Discussed possibility of putting forward a resolution to ask for more transparency about the data that exists regarding what is perceived by each unit to be able to function from the institution fiscally (e.g. salaries) and academically (e.g. teaching loads).
- Discussed existing salary studies and the related resolution on behalf of the FWC that was “acknowledge” by the Interim Chancellor but not approved (See p. 512-513 of the [FSR Full Text of Resolutions](#)) and the need to develop a salary study that is more akin to that developed by Western Carolina

Action Taken:

Pamela will reach out to Puri Martínez to inquire about next steps

Agenda Item:

- Setting priorities for the rest of the academic year from remaining ongoing business:

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Discussion:

- Explore the possibility of renaming the category of faculty with fixed-term contracts as 'Professional Faculty' (see [Faculty Senate Resolution #20-35](#)).
- See also: https://www.ecu.edu/cs-acad/fsonline/customcf/fsagenda/2020/fsa420_facultywelfare_FixedTermFaculty.pdf
 - Note: If it were presented to Faculty Senate, the resolution could be made to suggest retitling it wherever it occurs in the Faculty Manual (so that we aren't changing it part by part, section by section, etc.).
 - Clinical, research, and teaching faculty are all categories within Fixed Term faculty category, which is an ECU-specific term. A proposal to replace Fixed Term with Professional Faculty would not affect these specific position designations.
 - UNC-system uses "special faculty" as per UNC Code section 610
 - Necessity of research and evidence as to why the term professional faculty is preferred and what peer institutions are doing
 - How to prioritize this vs need for transparency in resource allocation metrics.

Action Taken:

- **Pamela** will reach out to Puri about next steps and prioritizing which resolution to put forward.
- **Casey** will gather information on UNC system and peer institution titles for fixed-term faculty
- **Rebecca** will liaise with AAUP if they have data

Agenda Item:

- Campus Recreation and Wellness Advisory Council – Casey Fleming

Discussion:

None

Action Taken:

None

Agenda Item:

- University Administrative EHRA Personnel Policies Committee – Rebecca Harris

Discussion:

None

Action Taken:

None

Agenda Item:

- University Budget Committee – Faculty Salaries – Steve Wolf

Discussion:

None

Action Taken:

None

Agenda Item:

- Other items

Discussion:

None

Action Taken:

None

NEXT MEETING: March 17, 2022@3:30pm via Teams

ITEMS TO BE DISCUSSED:

- Action items above