

COMMITTEE: Faculty Welfare

MEETING DATE: January 12, 2023

PERSON PRESIDING: Steve Wolf

REGULAR MEMBERS IN ATTENDANCE: Jan Mayo, Michael Garrison, Rebecca Harris, Casey Fleming, Roger Russell, Pamela Reis, Mark Moss

EX-OFFICIO MEMBERS IN ATTENDANCE: Jay Newhard, Hong-Bing Su, Kitty Wetherington

OTHERS IN ATTENDANCE: Rachel Baker

ACTIONS OF MEETING

Agenda Item: Announcements and Approval of Recent Minutes

- State Health Plan is changing third-party administrators in 2025 ([Link](#))

Discussion: Committee members suggest sending request to Agenda Committee for HR representative(s) to attend future Faculty Senate meeting for Q&A re: the change in third-party administrator for health plan. ECU HR has not yet been fully briefed on potential outcomes that will result from this change. Updates to follow as information is released from NC State Treasurer's Office and the UNC SO.

Action Taken: None.

Agenda Item: Updates on Business

- Discuss meeting with HR team
- Follow up on UNCS employee engagement survey

Discussion:

- Steve W met with members of ECU HR team in December 2022 to discuss issues such as which compensation/benefits items are/are not negotiated locally/at institution level, extent of faculty activity/usage of particular benefits/programs, and availability of data regarding outcomes of dollars controlled locally/at institution level.
 - ECU HR does collect some outcome data with the EAP. In the future, HR will look to report some aggregate utilization data from ComPsych (EAP). Due to the recent rollout of Ginger, utilization data is not yet available for the service/benefit.
 - HR aims to pull together a report for the February or March 2023 meeting
 - Kitty W asks for committee members to be ambassadors across campus to utilize resources such as EAP and Ginger

- RE: UNC System Employee Engagement Survey (<https://employee-engagement.ecu.edu>)
 - Rob Weatherly delivered a presentation on the total employee survey at December 2022 Faculty Senate meeting (Agenda for that meeting has PPT slides)
 - ECU leadership continues to explore these data to determine what can be learned, how to best interpret
 - Committee members suggested we formulate a short list questions about these data around committee-related concerns
 - Kitty W recommended we share any questions with the Provost to potentially incorporate into Dr. Coger's continued work with the data.

Action Taken: None.

Agenda Item: Reports

- Campus Recreation and Wellness Advisory Council – Casey Fleming
 - No new information, next council meeting scheduled for 1/13/23
- University Administrative EHRA Personnel Policies Committee – Jan Mayo
 - No information

Discussion: None.

Action Taken: None.

Next Meeting: February 9, 2023 @ 3:30 PM via Teams

Items to be Discussed:

- Faculty vacancy metrics, decision rules
- Fixed-term faculty naming convention
- Collaboration around faculty diversity and retention of BIPOC scholars
- Review of faculty benefit packages
- Faculty/instructional assessment tools – Peer review form and SSOI
- Faculty use/outcomes around HR benefits (EAP, Ginger)
- Faculty engagement survey