

Faculty Welfare Committee Meeting MINUTES
Tuesday, February 23, 2021, 11:00 a.m. – 12:00N
Zoom

Call to Order: Zoom meeting (Grempp)

Attending: **Grempp, Michelle – Chair**
 McGlown, Joanne – Secretary
 McCardle, Todd
 Walz, Carolin
 Hagan, Carla

Absent: **None**

Approval of Minutes from February 2, 2021 meeting: (Motion to Approve: Grempp; Seconded: C. Hagan. All Approved)

Review of Primary Function of Faculty Welfare Committee:

- Sit on the University Benefits Advisory Committee, raise appropriate questions, become knowledgeable about all benefit programs and communicate (explain) that information to the Senate in a timely manner. (Senator Grempp will serve on the University Benefits Advisory Committee)
- Continue to monitor and inform the Faculty Senate on matters related to compensation including but not limited to salary compression, across-the-board salary increases, and merit pay.
- Coordinate with the Budget Committee to determine the cost and future rate of the Health Benefits at ECU
- Coordinate with the Rules Committee to assess and update the internal procedure of your committee
- Communicate with Director of Human Resources (or their designee), as they serve as a non-voting member on the committee.

New Business:

- Review Internal Procedures and provide any updates to Rules Committee:
<https://facultysenate.ecu.edu/internal> All were reviewed. No action required.

Unfinished Business:

- Draft brief “report” on outcome of first charge to present at Faculty Senate
- Michelle share information from Dr. Polin (in attendance at Executive Committee meeting)
 - Polin addressed the Executive Committee 2/22/21. Committee reviewed her PPT describing her roles.
 - Discussed qualifications of the Faculty Advocate.
 - She will present at Faculty Senate 3/1/21; then we will decide if we wish to speak further with her.
 - C. Hagan raised an issue with the Office of Sustainability and their interview procedures.

- Review responses from Drs. Ciocca and Pogatshnik related to retired faculty questions (see copy of emails sent in separate word document)
 - Recommendations for recognition of retired faculty included:
 - Appreciation Luncheon / Dinner at Arlington
 - Two free events/year – athletics or ECU Center for the Arts
 - Library services
 - Parking Pass in the semester in which they are teaching
 - More affordable membership for faculty to Arlington
 - Gym membership when retired (Sallee stated it is already provided for retirees and Alumni).
 - Grempp asked to see if specific ‘services’ could be opened for additional hours (ex: the track is only open for one hour a week). McGlown will email Mark Howard for more details.
 - Rehiring Process- Pattie Sallee stated HR tries to “keep them on the books for 1 year”, but it causes great difficulty. “If you know they are not going to be seeking rehire, we need to take them off the records. The departments need to know how important this is. We need to address more efficient systems.
 - Pay Rate: to be discussed in Budget Meeting – failed to discuss. They are trying to get information from different colleges re: budgets.
 - Wants our committee to question if there should be a restructuring of pay across Colleges.
 - If KTRS – it must be an “across the board” raise to count toward retirement – unless it is a job change. Presently 60% of faculty are in KTRS, 38% have Other retirement.
 - M. Grempp is to report back to Ben Woodruff on information provided by Ms. Sallee.
- Determine if any other related “Welfare” issues should be pursued.
 - Looking at inefficiencies
 - Promotion and Tenure:
 - Digital materials
 - Consistency across scheduling dates
 - No further discussion of these items at this time.

With no further items from the Committee, the meeting was Adjourned.

- Adjourned at 12:01p. Motion: Carolin Walz ; 2nd: Todd McCardle. All approved.