

ANNUAL REPORT OF THE FACULTY WELFARE COMMITTEE

Received

APR 30 1984

- I. DATE: 30 April 1984
TO: James Smith, Chair of the Faculty & Senate
FROM: Ted Ellis, Chair
Peggy Wood, Secretary

FACULTY SENATE

Received

APR 30 1984

- II. Membership of the Committee (including ex-officio members)

Ex officio: James Smith, Chair of the Faculty
Melvin Buck, Director of Personnel

FACULTY SENATE

Ted Ellis, English, Chair	1985
Robert Fulghum, Medicine, Vice Chair	1984
Peggy Wood, Allied Health & Social Work, Secretary	1986
Ray Jones, Business	1984
Sallie Mann, Library Services	1986
Robert Muzzarelli, Allied Health & Social Work	1984
Lona Ratcliffe, Nursing	1986
Buford Rhea, Sociology, Anthropology & Economics	1985
Sandra Wurth-Hough, Political Science	1984

Throughout the year, Tom Johnson (HPERS) served as a consultant to the committee on the Faculty Salary Survey and carried out the arduous task of updating salary information for the committee.

- III. Committee Meetings (dates and members absent--in almost every case a member's absence was due to sickness or an unavoidable schedule conflict and was "excused.")

22 August 1983	No absences recorded.
12 September 1983	Buck, Wood
10 October 1983	No absences recorded.
14 November 1983	Buck, Rhea, Wood, Wurth-Hough
5 December 1983	Ratcliffe
9 January 1984	No absences recorded.
13 February 1984	Buck
19 March 1984	Jones, Mann, Muzzarelli, Rhea
9 April 1984	Buck, Fulghum, Rhea, Wurth-Hough

- IV. Dates of Reports to the Faculty Senate

25 October 1983

- V. Specific instructions given to the committee by the Faculty Senate other than those found in the committee's charge.

The Faculty Senate approved the revision of the committee's charge (X.B., below).

- VI. A brief statement of committee organization, subcommittees, research activities, etc.

In addition to the services performed by Tom Johnson for the committee, the committee chair met at times with Johnson, James Smith, and Angelo Volpe to discuss procedures for the Faculty Salary Survey;

otherwise, the committee conducted its business with an agenda in regularly scheduled meetings.

- VII. List of committee accomplishments including recommendations made to agencies other than the Faculty Senate.

Work on the Faculty Salary Survey, including recommendations to the Vice Chancellor of Academic Affairs via the Faculty Chair; Consideration of retirement fund investment options, tuition waivers for dependents, and the need for a separate rate schedule for health insurance coverage of employee and spouse--all referred by the committee chair to Faculty Assembly representatives; consultation with Rudolph Alexander, Director and Associate Dean of Student Activities, about photo identification cards.

- VIII. Citation of the Senate resolution numbers that originated with the committee.

Resolution 83-43: Faculty Welfare resolution concerning salary study information being provided by October 1 of each year by the Faculty Chair to Welfare Committee.

Resolution 84-14: Revised Faculty Welfare Charge (submitted to the Faculty Senate by the Committee on Committees).

- IX. Proposals and/or business to be carried over to next year.

Faculty Salary Survey--guidelines, procedures, and applications
Follow-up on the proposal of the Faculty/Staff Benefits Committee to Chancellor Howell that discounts similar to those available to employees of the School of Medicine for health services be made available to all ECU employees
Follow-up on the committee's request for a consultant to work on the statistical design of future salary surveys (1982-83 Annual Report, IX, 1.)
Evaluation of the Faculty Manual

- X. Evaluation of the committee

A. Structure--adequate

B. Duties--appropriate, as described in the revised committee charge:

The Faculty Welfare Committee monitors programs and policies concerned with insurance, annuities, leaves of absence, and other fringe benefits, faculty salaries, and all other programs and policies which affect the general welfare of the faculty or of specific faculty members; recommends to the Faculty Senate new programs and policies and changes in existing programs and policies.

C. Functions--adequate but need improvement (XI, below)

D. Personnel--adequate at present, but when Tom Johnson has completed his work for the committee, a consultant with mastery of the computer and statistics will be needed.

- XI. Suggestions for improving the effectiveness of the committee.

The committee should report and present proposals/resolutions more frequently to the Faculty Senate.