

Involvement in Serious Illness and Disability Leave Policy

Faculty Welfare Committee Minutes that include initial discussion on the policy.
(David Lawrence, Committee Chair)

December 2003 http://www.ecu.edu/cs-acad/fsonline/fw/fw12_03.cfm

January 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw1_04.cfm

March 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw3_04.cfm

Link to full agenda where policy first appeared before the Senate:

http://www.ecu.edu/cs-acad/fsonline/senateagendas/fsa2_04.cfm

Presentation to the Faculty Senate, February 24, 2004

Resolution #04-05

Approved by the Faculty Senate: February 24, 2004

Approved by the Chancellor: not applicable

Proposed Serious Illness and Disability Leave Policy for faculty was referred to the Faculty Welfare Committee for further discussion and inclusion of the broad leave policy as directed in the Board of Governors' Guidelines of May 2003.

Excerpt from minutes of meeting:

Professor Lawrence then presented the proposed Policy on Serious Illness and Disability Leave for Faculty. Professor Scott (Academic Library Services) stated that the duration of the leave should be changed from 60 days minimum to one semester. Professor Lawrence read from the actual Board of Governors' Guidelines that give more latitude in relation to leave time. Professor Pravica (Math) asked for information about who benefits from this policy. Professor Cope (Psychology) stated that 60 days was not long enough and it would negatively affect the courtesy with which faculty now help each other. Professor Scott (Academic Library Services) moved to replace, in Benefit (III.a.), "60 calendar days," with "15 weeks." Professor Cope (Psychology) questioned taking a decision out of the hands of the department. Professor Jones (Social Work and Criminal Justice Studies) asked why the resolution was brought forward. Professor Lawrence responded that it was mandated from the office of the President that each campus adopt its own policy in line with the guidelines. The original guidelines stated that the minimum was 60 calendar days within a single semester with a maximum of a semester, paid or unpaid, if required. The proposal from Faculty Welfare was similar, but not identical to the original guidelines. Professor Wolfe (Anthropology) questioned the policy about paid leave when faculty does not get paid leave as they do in other states. It depends on the good will of colleagues. The administration cannot financially cover a faculty member's absence for a long period of time. Professor Lawrence stated that there was a State law that stated you would not be paid for work not done. Part V, paragraph 4. stated that

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other faculty members can help out, which assumes that faculty member will be paid. UNC system has never had this policy to provide for 14 days of informal coverage. Professor Wall (Philosophy) asked if faculty were covering classes for one another, were they breaking the law. University Attorney Irons responded that the State would not support a policy in which a person was being paid if he or she was not doing the work. Professor Ciesielski (Industry & Technology) agreed with Professor Cope, that if the guidelines were more inclusive then ECU should have a broader policy. Professor Sprague (Physics) called the question. The motion to amend III.a. to change "60 calendar days" with "15 weeks" was not approved. Professor Wolfe (Anthropology) expressed the desire to hear from administration on how they would fund this policy. Professor Cope (Psychology) moved to refer the proposed Serious Illness and Disability Leave Policy to the Faculty Welfare Committee for further discussion and inclusion of the broad leave policy as directed in the Board of Governors' Guidelines of May 2003. **RESOLUTION #04-05** Professor Jones (Social Work) spoke in favor of the motion and asked all Senators to talk to their colleagues about the policy and added that he would like to see the original document. The motion to refer the proposed Serious Illness and Disability Leave Policy to the Faculty Welfare Committee for further discussion and inclusion of the broad leave policy as directed in the Board of Governors' Guidelines of May 2003 was approved. **RESOLUTION #04-05** http://www.ecu.edu/cs-acad/fsonline/senateminutes/fsm2_04.cfm

Faculty Welfare Committee Minutes that continue discussion on the policy.
March 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw3_04.cfm
April 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw4_04.cfm

Presentation to the Faculty Senate, April 20, 2004
Resolution #04-23
Approved by the Faculty Senate: April 20, 2004
Approved by the Chancellor: not applicable
Proposed Policy on Serious Illness and Disability Leave for Faculty was returned to the Faculty Welfare Committee for further discussion and review.

Excerpt from minutes of meeting:

Faculty Welfare Committee Minutes that continue discussion on the policy.
September 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw9_04.cfm

November 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw11_04.cfm
December 2004 http://www.ecu.edu/cs-acad/fsonline/fw/fw12_04.cfm
January 2005 http://www.ecu.edu/cs-acad/fsonline/fw/fw1_05.cfm
February 2005 http://www.ecu.edu/cs-acad/fsonline/fw/fw2_05.cfm

Presentation to the Faculty Senate, March 22, 2005
Resolution #05-21
Approved by the Faculty Senate: March 22, 2005
Approved by the Chancellor: April 13, 2005
Approved by the Board of Trustees: May 6, 2005
ECU Serious Illness and Disability Policy.

Excerpt from minutes of meeting:
