

## **FACULTY WELFARE COMMITTEE REPORT**

I am writing on behalf of the Faculty Senate Welfare Committee in support of the University's plan to implement direct deposit for payroll.

Vice President Newsom met with the Senate Welfare Committee Wednesday and explained the advantages to both the university and the employees of this action. The primary reasons for implementing direct deposit are ease and convenience to the employee, and increased safety, security and efficiency in the payroll process. A campus power outage during a December payroll period a few years ago forced delays in receiving paychecks only for those employees not utilizing direct deposit. From a disaster management perspective getting everyone on direct deposit will facilitate managing these kinds of tasks from an alternate location if necessary in the event of an emergency. A large majority of the faculty and staff are already participating in direct deposit and in the future the University will transition toward moving student refunds and vendor payments to this style of electronic transfer also. In addition the plan is to also move travel and similar reimbursements for all faculty and staff to direct deposit in the very near future. This process has been thoroughly investigated and mechanisms to accommodate individuals who cannot establish a checking account are in place. For example, the use of a pay card that would operate like a debit card could be issued to individuals who cannot obtain a checking account. The employee's pay would be credited to the card which could be used to access cash from ATM's or at National City Bank locations, and/or pay for items at the point of sale. Another benefit to direct deposit is that the money is actually deposited to the employee's account the night before the pay date. Eventually the plan is for electronic notification to replace the current payroll notification delivered by campus mail to everyone on pay days. Employees will be able to access a secure site and print their individual payroll notification statement if they desire a hard copy. It is worth noting that ECU is one of the last state higher education institutions to require direct deposit.

Vice President Newsom met with Staff Council representatives this past Tuesday to inform them on the direct deposit initiative. The Welfare Committee is pleased with the administration's effort to educate the campus community and get their feedback prior to implementation to enable this transition as smooth as possible. This is consistent with the senate discussion on a "doctrine of no surprises". Financial Affairs also offered to attend the full Senate meeting if requested to answer any questions faculty may have. The Welfare Committee encourages all senators to discuss the direct deposit initiative with their faculty and e-mail any concerns or questions to the Welfare Committee members.

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