

EAST CAROLINA UNIVERSITY

GREENVILLE, NORTH CAROLINA 27858-4353

OFFICE OF THE CHANCELLOR

November 15, 1988

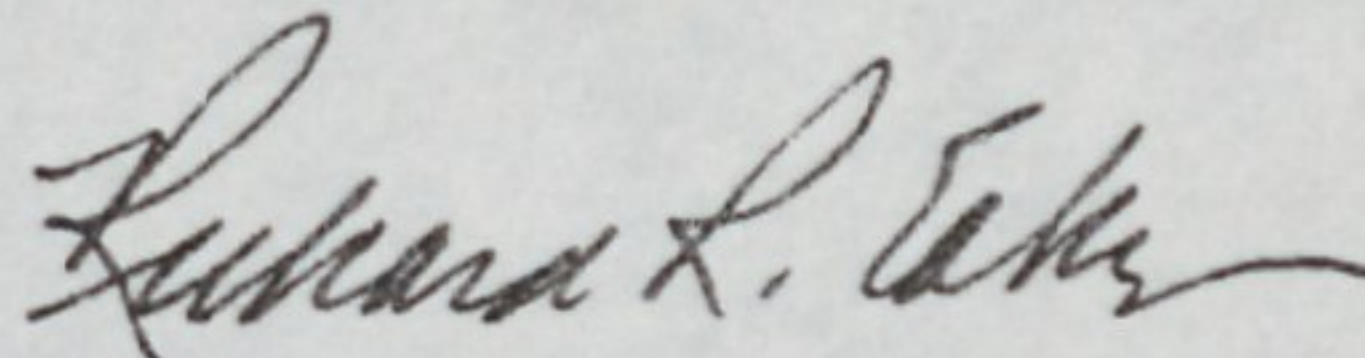
Mr. Conner Atkeson
Faculty Senate
East Carolina University

Dear Mr. Atkeson:

I have reviewed resolutions #88-37, #88-38, and #88-39 approved at the October 11, 1988 Faculty Senate meeting and find them to be acceptable. They are approved. Please understand that certain editorial changes in the Mission Statement may be recommended by me. In the event that editorial changes are recommended, I will circulate the amended version in accordance with the minutes of the October 11 meeting.

Best wishes.

Sincerely,



Richard R. Eakin
Chancellor

RRE/ra

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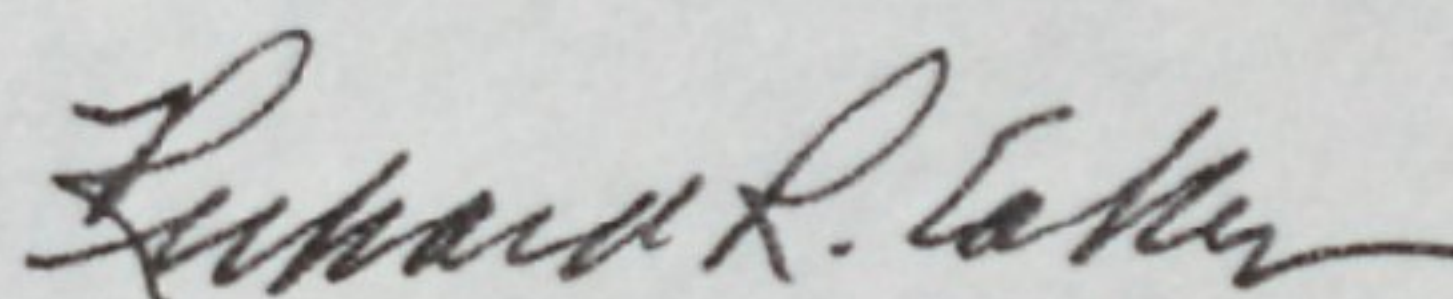
November 17, 1988

Mr. Conner Atkeson
Faculty Senate
East Carolina University

Dear Mr. Atkeson:

I have reviewed resolutions #88-41, #88-42, #88-44, and #88-45 adopted by the Faculty Senate on November 8, 1988 and approve them as submitted.

Sincerely,



Richard R. Eakin
Chancellor

RRE/ra

EAST CAROLINA UNIVERSITY FACULTY SENATE
December 6, 1988

The fourth regular meeting of the Faculty Senate for the academic year 1988/89 was held on Tuesday, December 6, 1988, in Mendenhall Student Center, Room 244. Members absent were Vice Chancellor Matthews, Moskop (Faculty Assembly), McPherson (Industry and Technology), Duckett and Dudek (Medicine), and Yarbrough (Political Science). Alternates present were Rodabaugh for Sykes (Continuing Education), Campbell for Bays (Economics), Spence for Powers (Education), Swanson for Parkerson (History), and Lubbers for Hampton (Science Education).

Agenda Item I. Call to Order

Chair Conner Atkeson called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of Minutes of October 11, 1988

The minutes were approved as distributed.

Agenda Item III. Special Order of the Day

B. Announcements, Chair of the Faculty, Conner Atkeson

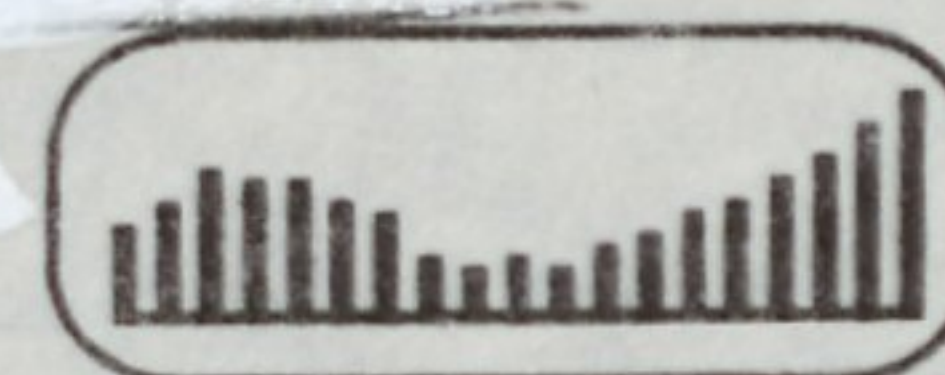
1. The wine and cheese for today's meeting is provided by Chancellor Eakin. Special thanks for this and to him and Mrs. Eakin for the party last night.
2. The deadline for Research/Creative Activity and Teaching Grants is Thursday, January 19, 1989, 4:30 p.m. Sixteen copies should be submitted to the Faculty Senate Office.
3. The deadline for submission of course proposals to the Curriculum Committee for Catalogue Supplement is Friday, March 31, 1989.
4. Chancellor Eakin has approved Senate resolutions as follows:
 - #88-37 Mission Statement Draft
 - #88-38 TIAA/CREF Educational Sessions
 - #88-39 Unit Code of the Counseling Center
 - #88-41 Fall 1988 Graduation List
 - #88-42 Repetition of Course Work Policy
 - #88-44 Curriculum Committee Report
 - #88-45 Recommendations for the Use of the Student Opinion Survey Data
5. Effective January 1, 1989, the daily subsistence rates for state employees will be follows:

	<u>In-State Travel</u>	<u>Out-of-State Travel</u>
Breakfast	\$ 4.00	\$ 5.00
Lunch	6.00	7.00
Dinner	11.00	14.00
Lodging (actual, up to)	34.00	(actual, up to) 41.00
	<u>\$55.00</u>	<u>\$67.00</u>

6. A list of North Carolina Colleges ranked by Fall 1988 enrollment, as published in the November 5, 1988 edition of the Charlotte Observer follows.

N.C. Colleges

Ranked By Fall '88 Enrollment



	Name Location, Telephone, Affiliation	Fall '88 Enrollment	Total Faculty	e Costs: In-State Out-State	Avg. SAT Scores	% N.C. Res.	% Foreign	% In Dorms	Executive Officer Admissions Officer	Year Founded
1.	N.C. State University Raleigh (919-737-2437) State	25,500	1,433	\$3,231 \$5,208	1052	85	4	25	Bruce Poulton George Dixon	1887
2.	UNC - Chapel Hill Chapel Hill (919-966-3621) State	22,579	2,181	\$3,704 \$7,658	1101	83	29	31	Paul Hardin Richard Cashwell	1789
3.	East Carolina University Greenville (919-757-6640) State	15,579	*776	\$2,149 \$4,068	*857	85	1	35	Richard Eiken Eugene Owens**	1907
4.	UNC Charlotte Charlotte (704-547-2211) State	12,970	799	\$3,171 \$7,009	938	90	26	29	E.K. Fretwell Jr. John Neill	1946
5.	UNC - Greensboro Greensboro (919-334-5000) State	11,183	*733	\$2,017 \$3,994	953	13	1	31	William Moran Charles Richard	1891
6.	Appalachian State University Boone (704-262-2120) State	11,130	715	\$3,017 \$6,855	956	91	½	48	John Thomas Joe Watts	1903
7.	Duke University Durham (919-684-3214) Independent	9,664	1,401	\$16,031	1306	2	6	47	H. Keith Brodie Richard Steele	1838
8.	UNC - Wilmington Wilmington (919-395-3243) State	6,533	376	\$3,473 \$7,311	906	91	½	18	William Wagoner Diane Zeeman	1947
9.	Western Carolina University Cullowhee (704-227-7317) State	6,162	*310	#1,538 \$3,457	848	87	1	46	Myron Coulter Drumont Bowman	1889
10.	N.C. A & T State University Greensboro (919-334-7500) State	6,152	484	\$3,197 \$7,035	n/a	76	3	46	Edward Fort Clenton Blount Jr.	1891
11.	Wake Forest University Winston-Salem (919-761-5201) Southern Baptist	5,357	337	\$10,450 + 1100	40	½	80	Thomas Hearn William Starling	1834	
12.	N.C. Central University Durham (919-560-6298) State	5,183	n/a	\$3,519 \$7,019	737	82	1	39	Tyronza Richmond Nancy Rowland	1910
13.	Campbell University Buies Creek (919-893-4111) Southern Baptist	4,195	145	\$8,163	890	70	2	36	Norman Wiggins Herbert Kerner	1887
14.	Elon College Elon College (919-584-2370) United Church of Christ	3,314	175	\$8,350	919	50	1	52	Fred Young Joanne Soliday	1889
15.	UNC - Asheville Asheville (704-251-6600) State	3,152	209	\$3,452 \$6,824	951	93	2	24	David Brown John White	1927
16.	Pembroke State University Pembroke (919-521-4214) State	2,835	135	\$2,168 \$5,540	n/a	97	2	26	Paul Givens Anthony Locklear	1887
17.	Fayetteville State University Fayetteville (919-486-1317) State	2,726	n/a	\$4,424 \$12,100	672	93	0	37	Lloyd Hackley Charles Darlington	1867
18.	Winston-Salem State University Winston-Salem (919-967-2011) State	2,532	183	\$3,046 \$6,418	690	91	n/a	43	Cleon Thompson Tylea Sides	1892
19.	Meredith College Raleigh (919-833-6461) Southern Baptist	2,161	164	\$6,980	n/a	83	1	57	John Weems Sue Kearney	1891
20.	Gardner-Webb College Boiling Springs (704-434-2361) Southern Baptist	2,156	141	\$8,260	800	70	½	37	Christopher White Randy Kilby	1928
21.	High Point College High Point (919-841-9216) United Methodist	1,930	121	\$7,860	850	65	2	44	Jacob Martinson Jim Schlimmer	1924
22.	St. Augustine's College Raleigh (919-828-4451) Episcopal	1,789	113	\$6,650	n/a	60	4	76	Prezell Robinson Elonzo Hendricks	1867
23.	Guilford College Greensboro (919-292-5511) Society of Friends	1,755	100	\$11,032	1054	58	3	50	William Rogers Larry West	1837
24.	Wingate College Wingate (704-233-4061) Southern Baptist	1,729	99	\$6,970	850	69	1	63	Paul Corts Steve Poston	1896
25.	Elizabeth City State University Elizabeth City (919-335-3305) State	1,643	196	\$3,168	707	85	1	66	Jimmy Jenkins William Byrd	1891
26.	Lenoir-Rhyne College Hickory (704-328-7300) Lutheran	1,605	107	\$9,295	953	68	¾	56	John Trainer Richard Thompson	1891
27.	Methodist College Fayetteville (919-488-7110) United Methodist	1,555	110	\$8,850	907	61	2	30	Elton Hendricks Fiore Bergamasco	1956
28.	N.C. Wesleyan College Rocky Mount (919-977-7171) United Methodist	1,524	79	\$7,770	n/a	5	½	24	Leslie Garner Jr. Pat Cerjan	1956
29.	Shaw University Raleigh (919-755-4800) American Baptist	1,507	80	\$8,785	682	62	15	60	Talbert Shaw Gloria Smith	1865
30.	Davidson College Davidson (704-892-2000) Presbyterian	1,416	137	\$13,261	1240	30	4	90	John Kuykendall Robert Gardner	1837
31.	Queens College Charlotte (704-337-2212) Presbyterian	1,411	86	\$10,350	994	85	1	27	Billy Wireman Stephen Cloniger	1857
32.	Atlantic Christian College Wilson (919-237-3161) Disciples of Christ	1,383	94	\$6,990	n/a	86	1	50	James Hemby Anthony Britt	1902
33.	Mars Hill College Mars Hill (704-689-1201) Southern Baptist	1,345	137	\$7,150	852	71	1	58	Fred Bentley Jim Black	1856
34.	Johnson C. Smith University Charlotte (704-378-1012) Independent	1,197	90	\$6,534	n/a	33	1	78	Robert Albright Wilburn Sanders Jr.	1867
35.	Belmont Abbey College Belmont (704-825-3711) Roman Catholic	1,052	87	\$11,744	n/a	55	2	51	John Dempsey Denis Stokes	1876

Source: Charlotte Chamber, individual colleges and universities.

*Costs include book rental. + High 1100's. n/a Not available.

Notes: • Costs include tuition, room, board and fees and are subject to change. *Figures are preliminary. **Acting director.

— Compiled by Carol Smith

C. Richard Eakin, Chancellor

Chancellor Eakin reviewed the status of the strategic planning process. He reported that four work groups had been appointed in recent weeks and that he would be seeking the advice of the alumni in January.

Chancellor Eakin went on to report that the ECU fund raising program had been selected as a "high performing" program for the category of public comprehensive universities. The program will be included in a research project of the University of Pittsburgh funded by the Lilley Foundation.

In reference to the Chancellor's Forum (January 3 and 4), Eakin announced that John Clendenin, President of Bell South from Atlanta, will keynote the event. He stated, "We expect this event to become the premier forum for the discussion of ideas and issues relating to economic development in eastern North Carolina."

Dr. Eakin also reported that the Young Alumni Challenge is achieving results and that the second annual mid-year Commencement, with Dr. James G. Jones (Family Medicine) as featured speaker, went well. "I extend special thanks to those faculty who were in attendance," he said.

The Chancellor closed his report with "best wishes for a pleasant holiday and a happy and prosperous new year." [Complete texts of this report and Vice Chancellor Bloodworth's report are available in the Faculty Senate office.]

Don Sexauer (Art) asked the Chancellor whether his office would be notifying units as their Unit Code was approved, or whether this is the responsibility of the Unit Code Screening Committee. Dr. Eakin replied that in addition to notifying the Senate Office of the approved resolution, his office would also notify the unit of the status of its Unit Code.

D. Vice Chancellors' Reports

Vice Chancellor Bloodworth began his remarks by pointing out an example of administrative efficiency, "The Chancellor gets to tell you about money received, The Vice Chancellor gets to tell you about budget cuts." He then quickly went on to say that there was not a budget cut but a directive from the Office of State Budget and Management to maintain the level of vacant "non-critical" SPA positions at the level as of November 30 (68 for ECU). Since this is around the usual level of vacancies, Dr. Bloodworth stated that this "may have little effect except for paperwork and procedures."

Dr. Bloodworth reported that he will be using the same procedure as last year for tenure and promotion review.

In regard to second majors for education students, Bloodworth expressed his doubt that we have yet developed a "satisfactory set of second majors." He mentioned some of the problems in present degrees (variations in the number of credits required, variations in prerequisites, and overlaps) and noted that "the situation at this time seems to be one that will direct large numbers of education majors into a relatively few number of second majors."

Dr. Bloodworth also indicated that there is a growing concern with "assessment"--assessment of outcomes, programs, etc. He feels that assessment will be a "major part of our future." With that piece of coal for our stockings, Vice Chancellor Bloodworth wished the senators a Merry Christmas.

E. Faculty Assembly Report

Emily Boyce (Library and Information Studies) presented the report (Attachment 1). Bob Woodside (Faculty Assembly) expanded somewhat on the issue of the requested 20% pay raise saying that President Spangler indicated that it was being sold as being a merit raise. Bob indicated that the disbursement of merit raises is a source of concern for many Assembly Delegates.

F. Vice Chancellor for Academic Affairs Search Committee Report

Bob Schellenberger (Business), chair of the search committee, reported that we all should have received a copy of the advertisement that is to appear in the Chronicle of Higher Education. He invited faculty to submit nominations. The deadline for the submission of applications is February 1 and that screening would begin immediately after that date. Campus visitation will begin not later than the week after Spring Break. He said that the criteria had been extended and expanded somewhat but were not a major departure from those used last year.

Agenda Item IV. Unfinished Business

There was no unfinished business.

Agenda Item V. Report of Committees

A. Agenda Committee, Pat Terrell, Chair

Professor Terrell (Education) presented the 1989/90 Agenda Committee and Faculty Senate Meeting Dates for the Senate's approval. The Senate voted to approve these dates. (Resolution #88-46)

B. Committee on Committees, Dan Hines, Chair

Professor Hines (Business) presented the first reading of the Committee's resolution concerning membership on the Research/Creative Activity Committee (Agenda Attachment 2). The Senate voted to pass the resolution (Resolution #88-47)

C. Calendar Committee, Jim Hix, Chair

Professor Hix (Chemistry) presented the calendars for the Summer 1991, Fall 1991, and Spring 1992 sessions. Hix called attention to the fact that, at the suggestion of the Senate, the Committee was able to move the extra Thanksgiving holidays (see Fall 1989 Calendar) toward the middle of the semester creating an extended Fall Break.

Bob Morrison asked the perennial question, "Why do we start so early?" Hix replied that it was necessary to start early in order to give the Registrar enough time to mail out grades before the state holidays at Christmas. This is to give students enough time to have any appeals heard before the start of the spring semester, he said.

Monnie Hedges (Psychology) asked about the conflicts in the exam schedule between the common exams and certain night courses. He also mentioned the conflict between certain Saturday exams and the offering of standardized tests such as the GRE. Hix replied that the Committee was aware of the scheduled conflicts, but stated that this was the first semester where there was an actual student conflict and in regard to the Saturday conflicts, the Committee felt that scheduling in this manner was the "lesser of two evils."

Charles Singhas (Biology) pointed out the difficulty with the heavy lab schedules in Biology. Hix responded that the Committee was aware of the difficulty and was careful to schedule continuous blocks of five class days.

There ensued much discussion of the early start date, leading Professor Woodside (Mathematics) to suggest moving Thanksgiving into October. Dean Grove asked about having Commencement before exams. After Hix and Chair Atkeson preached the symbolic nature of the commencement and that the actual granting of a degree was contingent on completion of all requirements, George Bailey (Philosophy) suggested that we symbolically enroll the 300 or so appeals students in the spring semester contingent on their successful appeals.

David Lawrence (Geology) pointed out that summer research time is very valuable to geologists compared to fall break time. He stated that during the summer, "there is no snow on the ground, and geologists can see a rock." Woodside moved to have the Calendar Committee consider the sense of the Senate and consider the fall break in connection with the possibility of a later start. The motion passed. Judy Sadler (Library and Information Studies) then moved to have the Admissions Committee consider the appeals process and concomitant time requirements with the intention of improving the early start situation. The motion passed. (Resolution #88-48)

Bill Grossnickle (Psychology) stated that, in keeping with tradition, he would move that the calendars be returned to committee. The motion passed with Jim Hix stating that after three years on the Calendar Committee, he was "not at all surprised." (Resolution #88-49)

D. Faculty Governance Committee, Bob Woodside, Chair

Professor Woodside (Math) reported on the Committee's consideration of the matter of ethics in search processes referred to it by the Senate in September. The Committee met with Carl Adler (Physics) and discussed his concerns. Woodside reported that the Committee felt (unanimously) that they could not propose a code of ethics and that we should rely on the members acting professionally. He then offered the Committee's resolution on the matter (Agenda Attachment 4).

Joyce (Physics) commented that no one could be sure that he (Joyce) knew how to act professionally and that he would benefit from a collegial discussion of what that means in regard to search committees. He also remarked that what constitutes professionalism evolves as we become more sensitive to issues. He implored the Senate to continue thinking about the matter, but spoke in favor of passing the resolution. The resolution passed. (Resolution #88-50)

E. Research/Creative Activity Committee, Henry Ferrell, Chair

Professor Ferrell began by introducing the former chair of the Committee, Brian McMillen, who presented a history of the development and need for the recommended Policy and Procedures on Ethics in Research and Creative Activity. He stated that he expects certain government funding agencies to require such a policy to be in effect at institutions as part of the proposal review process. Professor Ferrell then presented the document for the Senate's consideration. Vice Chancellor Bloodworth moved a four part amendment to the document. He stated that the suggested amendment arose from the University Attorney's review of the document. The amendment in all its parts passed.

After receiving an interpretation of the meaning of the second paragraph of point 8 in the document, Bill Grossnickle (Psychology) moved to change the word "dependent" to "diminished." The motion appeared to be defeated on a voice vote. Grossnickle called for a division of the Senate. The motion failed with 11 votes in favor and 23 votes opposed. Professor Grossnickle then stated that, "I would like to have it recorded that on quick thought the Senate has made a large amount of the research in Social Sciences unethical."

Hughes (Business) questioned whether this document might be inconsistent with other specific discipline codes of ethics. Bob Schellenberger (Business) and Grossnickle spoke against passage citing the need to consult with departmental faculty. The document as amended was put to a vote and failed.

After Chair Atkeson declared the matter moribund, Ken Wilson (Faculty Assembly) moved to reconsider. The motion to reconsider passed. Wilson then moved to adopt the procedures section of the document and to defer consideration of the first section until the January meeting of the Senate. Ferrell pointed out that without the definitions section the document would be very subjective. After an amendment proposed by Vice Chancellor Laupus and a presentation by Ben Irons, University Attorney. The Senate voted to adopt the procedures section of the document. Further, it voted to accept the amended policy statement on an interim basis pending discussion at the January meeting of the Senate. (Resolution #88-51) (See Attachment 2 for Amended Version of Policy and Procedures.)

Grossnickle questioned whether the interim policy was sufficient. Irons responded that it was sufficient legally, but that whether it was sufficient ethically was up to the Senate to decide.

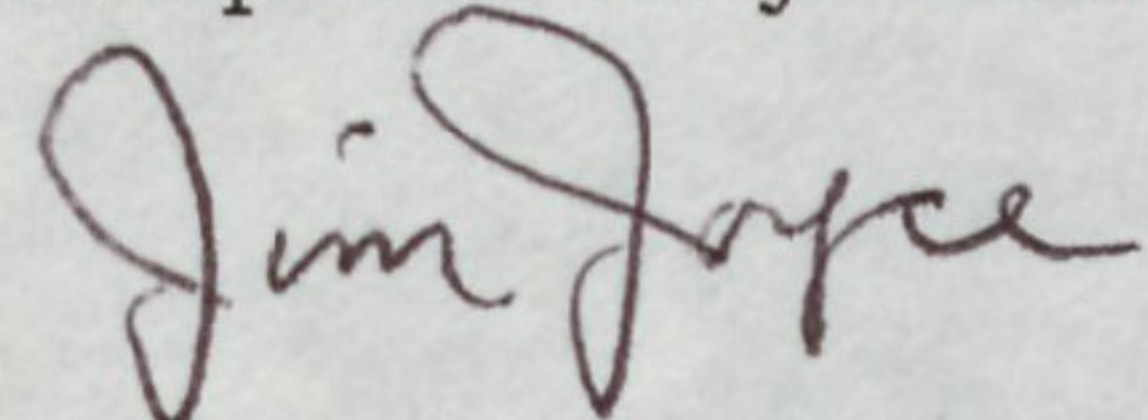
F. Unit Code Screening Committee, Don Sexauer, Chair
Professor Sexauer (Art) presented the Code of English. The Code was approved. (Resolution #88-52)

VI. New Business

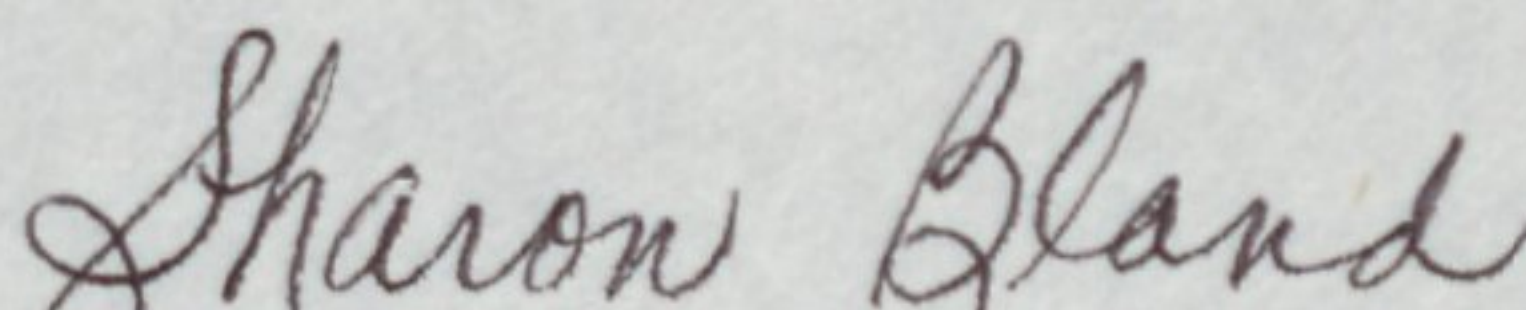
A. Sale of Complimentary Copies of Textbooks, Bob Schellenberger
Professor Schellenberger (Business) presented the resolution concerning sale of complimentary textbooks for the Senate's consideration. The resolution was adopted. (Resolution #88-53)

There being no further business, Chair Atkeson declared this most ethical session of the Senate adjourned at 4:30 p.m.

Respectfully submitted,



James Joyce, Secretary



Sharon Bland, Office Secretary

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Resolutions:

- #88-46 1989/90 Agenda Committee and Faculty Senate Meeting Dates
- #88-47 Research/Creative Activity Committee Charge
- #88-48 Admissions Committee to consider the appeals process and concomitant time requirements with the intention of improving the early semester start date
- #88-49 Referral of 1991/92 Calendars back to Calendar Committee
- #88-50 Search Committee Ethics Statement
- #88-51 Policy and Procedures on Ethics in Research and Creative Activities
- #88-52 Unit Code of the English Department
- #88-53 Sale of Complimentary Textbooks

FACULTY ASSEMBLY REPORT
Sixty-Seventh Meeting

The Faculty Assembly of the University of North Carolina system met in Chapel Hill on December 2, 1988. President Spangler addressed the Assembly and focused his remarks on the budget recently submitted to the General Assembly by the UNC Board of Governors. Mr. Spangler said that there will be no recommendation for an increase in tuition for in-state students. He said that budgets for libraries will be increased to allow for inflation. Other recommendations included an increase in computer and scientific equipment, and faculty development to include faculty travel funds and money for research activities. Capital improvement requests included the high priority items submitted by each of the sixteen institutions. As for salary increases for faculty, President Spangler told the Assembly that the Board of Governors submitted a request for 12% for 1989-1990 and 8% for 1990-91, making this the largest salary increase in many years. He also said that the General Assembly will be asked to fund improvements in the state retirement system to make it competitive. Mr. Spangler reported there was a favorable response from the Advisory Budget Committee after his budget presentation.

Vice President Dawson reviewed institutional enrollment figures and SAT scores. A copy of this information is on file in the Senate office. In response to a question about the increased enrollment and low SAT scores at ECU, President Spangler voiced concern about this and stated that he would monitor the situation. In response to a question about how the recommended 12% salary money might be allocated, Mr. Spangler said that he expected that each Chancellor would be given the discretion for allocating these funds, but he would not recommend an across the board raise; therefore, he expected the funds to be distributed according to merit.

Vice President Carroll addressed the Assembly on the subject of the UNC Code and gave some background of the legal basis of the Board of Governors. The Assembly adjourned and met in Committees.

The Assembly reconvened at 7:30 p.m. and heard Committee reports. There will be a few questionnaires distributed to each campus within the next two months. They will gather information on how tenure decisions are made, what type of child care is provided, methods of assessment relative to the SACS standard.

The Assembly adjourned at 8:00 p.m.

**POLICY AND PROCEDURES ON ETHICS
IN RESEARCH AND CREATIVE ACTIVITIES**

Policy (The Senate adopted this interim policy effective through Jan. 31, 1989) Faculty and staff members of East Carolina University have the responsibility to seek honestly and to promulgate ethically the truth in all phases of work. This responsibility governs not only the production and dissemination of research and creative activities, but also all applications for funding, reports to funding agencies, and teaching and publication of teaching materials.

"Misconduct in research and creative activities" is defined as (1) serious deviation such as fabrication, falsification, or plagiarism from accepted practices in carrying out research and creative activities or in reporting the results in research and creative activities; or (2) material failure to comply with government regulations affecting specific acts of the conduct of research and creative activities, e.g. the protection of human subjects and the welfare of laboratory animals.

Procedures for Reporting, Investigating, and Determining Penalties for Unethical Activities

The University shall investigate substantive allegations of fraudulent or unethical research and creative activities with all practical dispatch, with fairness, and with consideration for the rights and privacy of the accused and the accuser. The University is obligated to notify all parties affected by such acts, where proven, at appropriate times.

1. Anyone having reason to believe that a faculty or staff member has engaged in fraudulent or unethical research or creative activity should consult informally with his or her immediate supervisor (e.g., Research Supervisor, Principal Investigator, Department Chair, or if none of these is appropriate because of his or her potential involvement directly with the Dean, Vice Chancellor, or Chancellor). If the supervisor deems the allegations potentially substantive, non-frivolous, and subject to investigation and verification, the supervisor will request the accuser to submit a written report stating the allegation and including all possible, available documentary evidence.
2. The supervisor shall conduct an informal investigation to determine within his or her best judgment the accuracy and merit of the charge. If the supervisor deems the charges frivolous, unsupportable, trivial, malicious, or otherwise without adequate foundation, the supervisor shall inform the accuser and take no additional action except to maintain a confidential file of the event. If the supervisor deems further review is necessary or is uncertain whether to proceed, the supervisor should consult with the next two levels of administration (e.g., the Dean and the Vice Chancellor, assuming the accused is a regular faculty member and the supervisor is a department Chair). This supervisor must complete the preliminary inquiry within 30 calendar days.
3. If further action is necessary the investigation will proceed. The dean or other senior Unit Administrator (e.g., Director of Science and Math Education Center or Director of ICMR) shall notify the Chancellor, or designee, the University Attorney, and the accused employee (if not already notified) of the alleged violation. Also, the Dean, after conferring with the Vice Chancellor, shall notify others involved or affected (e.g., units, individuals, or agencies sponsoring the research in question) that an investigation has been initiated and its potential bearing on them.

4. Within two weeks, the Dean shall appoint an ad hoc investigative committee of no fewer than three tenured faculty members from the School, College, or other unit (e.g., institute or center) who do not have a conflict of interest. The chair will be elected from within the committee. Individuals from outside the University community may be asked to serve and provide expertise as deemed necessary by the Dean appointing the committee.
5. The Dean may suspend the individual accused from the project in question, but only if the Dean determines that serious harm to the individual or others would be threatened by the individual's continuance of his or her duties. Any such suspension shall not interrupt payment of salary.
6. The committee shall conduct fact finding hearings in order to determine whether the accused has violated the Policy on Ethics in Research and Creative Activities. The committee may take action to preserve and protect records deemed vital to valid review within the limits of the University Code and the laws of the State of North Carolina. Legal advice shall be provided by the University for the committee.

The hearings shall be closed to the public unless the accused faculty or staff member and the committee agree that they may be open. The accused shall have the right to be present during presentation of the evidence to the committee. The accused shall also have the right to counsel, to present the testimony of witnesses and other evidence, to confront and cross examine witnesses, and to examine all documents and other evidence. A written transcript shall be kept of all proceedings in which evidence is presented. Upon request, a copy thereof shall be furnished to the accused at the University's expense. Except as herein provided, the conduct of the hearings is under the charge of the Chair.

7. At the conclusion of the hearings, the committee shall meet to consider appropriate recommendations. Its deliberations shall be conducted in private. The committee shall issue its preliminary findings within twenty calendar days following the conclusion of hearings.
8. If the committee finds insufficient evidence of fraudulent or unethical behavior, the chair of the committee shall notify the dean, who shall immediately notify all individuals and groups involved that the charges have been dismissed; and every attempt will be made to clear the public and private record of the individual accused.
9. If the committee finds substantial evidence of fraudulent or unethical behavior, the committee shall issue a preliminary report to the accused individual for comment and rebuttal, before final recommendations are made to the Dean. If the accused elects to respond, he or she must do so within ten days following receipt of the report. The accused will be given a chance to respond orally or in writing. Oral responses to the report shall be transcribed and written responses shall become part of the record.
10. If the accused responds, the committee will conduct further deliberations to consider the response. After deliberation, or if no timely response is received, the committee shall issue its written report to the Dean. In addition to the findings of the committee, this report should include recommendations with respect to notification of any journals or other publications with already published or pending publications which are deemed relevant, collaborating institutions or individuals, awarding agencies, and any other judged to "need to know" in order to avoid further ramifications of potentially misleading or fraudulent information. A transcript of the

hearings and all other records will be forwarded to the Dean. After receiving these materials, the Dean will be responsible for assuring that those parties that "need to know," such as awarding agencies, are kept informed of important developments.

11. The Dean or Vice Chancellor shall consider the committee's recommendations and either request additional information or clarification or prepare for the Chancellor a written summary of the charges with recommendations for action. Any recommendation to the Chancellor for suspension from employment, diminishment in rank, or dismissal will proceed in accordance with established East Carolina University policies and procedures.
12. If an investigation is undertaken pursuant to this policy, the investigation should normally be concluded and the Dean's decision reached within 120 calendar days from the initiation of the investigation. The Dean shall be responsible for compliance with any reporting requirements imposed by the research sponsor, including any such requirements relating to anticipated delays in the investigative process.
13. This statement of Policies and Procedures on Ethics in Research and Creative Activities shall be effective March 1, 1989. Any procedures initiated prior to March 1, 1989 under school or university procedures then in effect shall be concluded under those procedures.