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EAST CAROLINA UNIVERSITY
FACULTY SENATE

The second regular meeting of the Faculty Senate for academic year 1991/92 will be held on Tuesday, October 8, 1991, at 2:10 p.m. in the Mendenhall Student Center, Great Room.

AGENDA

- I. Call to Order
- II. Approval of Minutes of September 10, 1991
- III. Special Order of the Day
 - A. Roll Call
 - B. Announcements
 - C. Richard Eakin, Chancellor
 - D. Vice Chancellors' Reports
 - E. Tom Powell, Director of Admissions
1991 Freshman Class
 - F. George Bailey, Faculty Assembly Report
September 20, 1991 meeting
 - G. James LeRoy Smith, Director of Self Study for
Southern Association of Colleges and Schools
- IV. Unfinished Business
 - The Faculty Affairs Committee continues to review the recommended Appendix X: Grievance Procedures for Complaints of Sexual or Racial Harassment or Discrimination Brought Against ECU Faculty Members or Administrators Holding Faculty Status, originally planned for discussion and action at the September 10, 1991, meeting.
- V. Report of Committees
 - A. Committee on Committees, Doug McMillan
Faculty Senate Resolution #91-09 (Please refer to the February 19, 1991, Faculty Senate Agenda, Attachment #2 for the complete resolution.) (Attachment 1)
 - B. Curriculum Committee, Bill Grossnickle
Curriculum matters contained in the September 12, 1991, meeting:
 - 1. Revise BSBA and BS in Accounting
 - 2. Revise General Education requirements for Mathematics
 - 3. Revise BS in Dance Education
 - C. Faculty Affairs Committee, Henry Ferrell
Appendix W: East Carolina University Racial and Ethnic Harassment Policies (Attachment 2)

COMMITTEE ON COMMITTEES REPORT

The Ad Hoc Committee to Evaluate Faculty Governance presented several recommendations to the Faculty Senate on February 19, 1991. The Faculty Senate referred the following recommendations to the Committee on Committees to review and report their findings. The Committee on Committees is now reporting back to the Faculty Senate as follows:

1. Brief Resumes for Candidates: The Ad Hoc Committee recommended that brief resumes listing teaching, research and service accomplishments (not full resumes) be called for prior to nomination and election of the: Appellate Committees, Senate Committees, Faculty Governance Committee, and Faculty Affairs Committee.

The Committee on Committees recommends the following change in the Committee's procedure to the Faculty Senate: That statements of no more than 150 words indicating qualifications for potential service on each committee be submitted to the Committee on Committees with preference/nomination forms. Statements are to be submitted for all candidates for Senate, Academic, Appellate, and Administrative Committees. This procedure will be initiated in the Spring of 1992.

2. Committee Representation: The Ad Hoc Committee recommended that consideration be given to adopting procedures which will ensure balanced representation on committees and possible term limitations.

The Committee on Committees will forward the following recommendation to the Faculty Governance Committee: That service on a single committee be limited to election to two consecutive 3-year terms with ineligibility for election to the same committee for three years.

3. Advising and Registration: The Ad Hoc Committee recommended the establishment of a standing committee to maintain oversight of campus-wide advising and to establish policies and procedures for early and regular registration.

The Committee on Committees has appointed a subcommittee to consider the establishment of a standing committee. The subcommittee is to be chaired by Doug McMillan, Chair of the Committee on Committees, with additional committee membership: the Dean of Undergraduate Studies (or representative), the Chair of the General College Committee (or representative), the Registrar (or representative), and Ken Wilson.

The subcommittee will work with the following charge:

1. To make recommendations with respect to the possible establishment of a standing committee to maintain oversight of campus-wide advising and to establish policies and procedures for early and regular registration;
 2. To make recommendations regarding overlap with the functions/charge of other committees;
 3. To report to the Committee on Committees by January (or earlier).
4. Standard Meeting Times for Committees: The Ad Hoc Committee recommended establishing standard meeting times for academic committees and that faculty elected to membership on academic committees be given schedule consideration by their units.

The Committee on Committees has established an ad hoc committee composed of John Moskop and Jim Joyce to obtain input from unit administrators regarding (1) fixed meeting times for committees and (2) the scheduling of teaching duties of faculty serving on committees.

This is a revised draft of the document that the Senate postponed considering until its September 1991 meeting. The draft was revised to satisfy concerns raised during the Faculty Senate meeting, and suggestions made by Ms. Betsy Bunting, by the UNC General Administration attorney, and concerns raised this Fall by the Faculty Affairs Committee.

APPENDIX W

EAST CAROLINA UNIVERSITY

RACIAL AND ETHNIC HARASSMENT POLICIES

RACIAL AND ETHNIC HARASSMENT POLICIES OF EAST CAROLINA
UNIVERSITY*

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MEMBERS OR ADMINISTRATORS HOLDING FACULTY STATUS

* East Carolina University's policies on non-discrimination in recruitment and hiring are contained in Appendix K of the Faculty Manual. The University of North Carolina Committee of Governors resolution regarding potential favoritism between University employees is contained in Appendix H of the East Carolina University Faculty Manual.

SECTION I. RATIONALE

The Faculty, Staff, Administration, and Students of East Carolina University maintain that it is important to create an atmosphere in which instances of racial and ethnic harassment are discouraged. Well-publicized policies and procedures such as these will help to create an atmosphere in which individuals who believe that they are the victims of racism or ethnic harassment are assured that their grievances will be dealt with in an expedient, confidential, fair, and effective manner. Toward this end, all members of the university community should understand that racial and ethnic harassment violates university policy and will not be condoned. Members of the University Community are encouraged to express freely, responsibly, and in an orderly way their opinions and feelings about any problem or complaint of harassment prohibited under these policies. Any act by a University employee or student of reprisal, interference, restraint, penalty, discrimination, coercion, or harassment against a student or an employee for using these policies responsibly interferes with free expression and openness, and violates this policy. Accordingly, members of the University community are prohibited from acts of reprisal against those who bring charges or are involved as witnesses or otherwise try to responsibly use this policy.

SECTION II. RACIAL AND ETHNIC HARASSMENT POLICY

A. INTRODUCTION

Racial and/or ethnic harassment endangers the environment of tolerance, civility and mutual respect that must prevail if the University is to fulfill its mission. Such harassment will not be condoned by members of the University Community. This policy is the University's statement of its intent to protect its educational environment by prohibiting specific forms of racial and/or ethnic harassment. The University recognizes that the free and unfettered interchange of competing views is essential to the institution's educational mission, and that the peoples' right to express opinions is guaranteed by the United States Constitution.

B. DEFINITIONS

The following constitute racial and/or ethnic harassment:

- (a) Singling out people because of their race or ethnic affiliation and subjecting them to racial or ethnic insults, speech or other actions which would have a tendency to cause acts of violence or to harm persons or property.
- (b) Singling out people because of their race or ethnic affiliation and subjecting them to unequal or unfair treatment.
- (c) Harming, attempting to harm, or threatening to harm people because of their race and/or ethnic affiliation.

C. POLICY

It is the responsibility of members of the University community to strive to create an environment free of racial and/or ethnic harassment.

- C-1 It is against the policies of East Carolina University for its employees or students to single out employees or students of the University, or visitors to the University because of race or ethnic affiliation and subject them to racial or ethnic insults, speech or other actions which would have a tendency to cause acts of violence or to cause harm to people or property.

- C-2. It is against the policies of East Carolina University for its employees or students to single out employees or students of the University because of their race or ethnic affiliation and subject them to unequal or unfair treatment.
- C-3. It is against the policies of East Carolina University for its employees or students to single out employees or students of the University, or visitors to the University because of their race or ethnic affiliation and subject them to conduct which causes severe emotional disturbance.

SECTION III. GRIEVANCES AGAINST EAST CAROLINA UNIVERSITY STUDENTS

Complaints brought against East Carolina University students by East Carolina University students, faculty, staff, administrators or visitors are governed by the grievance procedures presented in the Student Government Association Documents, Section XIX.

SECTION IV. GRIEVANCES AGAINST EAST CAROLINA UNIVERSITY STAFF

Complaints brought against East Carolina University Staff by East Carolina University students, faculty, staff, administrators or visitors are governed by the grievance procedures stated in the East Carolina University Business Manual, Volume 2, Section VIII.

SECTION V. GRIEVANCES AGAINST EAST CAROLINA UNIVERSITY FACULTY MEMBERS OR ADMINISTRATORS HOLDING FACULTY STATUS

Complaints brought against East Carolina University faculty members or administrators holding faculty status by East Carolina University students, faculty, staff, administrators or visitors ordinarily are governed by the grievance procedures stated in the East Carolina University Faculty Manual, Appendix X. However, if a faculty member raises allegations of racial or ethnic harassment or discrimination during a hearing he or she requested before the Due Process Committee, the Reconsideration Committee, or the Faculty Hearing Committee (in accordance with the policies and procedures set forth in the East Carolina University Faculty Manual, Appendix D), the relevant committee shall determine the merits and bearing, if any, of the allegations raised by the faculty member on the matter before the committee. Such actions by the Due Process Committee, the Reconsideration Committee, or the Faculty Hearing Committee shall not preclude a faculty member from independently bringing a complaint of racial or ethnic harassment or discrimination in accordance with the grievance procedures stated in the East Carolina University Faculty Manual, Appendix X. The outcome of an Appendix X grievance brought by a faculty member against other faculty members or administrators holding faculty status either may be appealed in accordance with the provisions for appeal set forth in Section J of Appendix X, or may be appealed before the Faculty Affairs Committee in accordance with the policies and procedures set forth in Appendix D of the East Carolina University Faculty Manual, but not both.