

FULL FACULTY SENATE MINUTES ARE DISTRIBUTED TO ALL ADMINISTRATORS, DEANS, CHAIRS, DIRECTORS, SENATORS, CHAIRS OF ALL ACADEMIC COMMITTEES, AND AVAILABLE ELECTRONICALLY THROUGH "FSONLINE".

EAST CAROLINA UNIVERSITY FACULTY SENATE
EXECUTIVE MINUTES OF JANUARY 28, 1992

The Faculty Senate met in special session on Tuesday, January 28, 1992, at 2:10 p.m. in the Mendenhall Student Center, Great Room.

Absent were: Chancellor Eakin, VCSL Matthews, George (Aerospace), Graham (Psychology)

Alternates present were: Campbell for DeJesus (Economics), Denny for Sykes (Continuing Education), Ferrell for Atkeson (History), Gallagher for Snow (Human Environmental Sciences), Chowdhury for Reaves (Industry and Technology), Woodside for Daugherty (Math), Fletcher for Pennington and Markello for Pories (Medicine), Thompson for Reiser (Sociology and Anthropology).

Also present was: Kruger for Chowdhury (Industry and Technology)

Lennon (Academic Library Services) moved to suspend the rules to allow a new matter to be discussed and a resolution presented. He stated that the State is setting up a plan of preferred provider hospitals. In hospitals across the state agreeing to participate, state employees undergoing health care at those facilities, would receive a 5-8% discount on hospital stays. The N.C. Hospital Association endorsed this proposal and most of the hospitals across the state initially gave their support for it. Under this plan, at participating hospitals, the cost to the patient would be a 20% co-payment, up to \$1000. In hospitals that did not participate in this plan, the co-payment would be 40%, up to \$5000. The Pitt County Memorial Hospital Board of Trustees voted against participating in the program. A General Assembly Committee meeting was planned for January 29 to approve the proposal, which would go into effect April 1, 1992. Lennon further stated that the legislators have assured him that if something is not done to contain health care cost, that when the General Assembly meets in the Spring they will have to increase insurance premiums. Lennon encouraged the Faculty Senate as a body to make concerns known to the legislators and the PCMH Board of Trustees by approving the distributed resolution.

The resolution concerning the health care insurance plan was passed unanimously as amended (Resolution #92-6). Please refer to the list of resolutions for the full report. Chair Moskop indicated that he would forward the amended resolution to the State Legislators, PCMH Board of Trustees, and Faculty Assembly Representatives.

Gene Hughes (Business), Chair of the Faculty Governance Committee gave a brief history of the Committee's activities since April, 1989 when the Chancellor directed Draft 8 of Appendix D to the Committee. He thanked the 1989-1992 Committee members and other ex-officio members who served on the Committee.

Hughes stated that while any number of changes in Appendix D (from existing to draft 16) can be noted, it is the Committee's belief that the following represent changes of particular importance:

- 1) Responsibility for the Faculty Manual in the Faculty Senate Office (D-3)
- 2) The term "Unit Administrator" defined for all campus units (D-3)
- 3) Leave of absence with a possible extension of probationary period (D-3)
- 4) Timing of the review process for probationary, tenure-track appointments (D-4 & D-5)

- 5) Faculty may be granted up to three years of credit for prior academic experience (D-4 & D-5)
- 6) Procedures for providing progress toward tenure letters each year during the probationary period (D-6)
- 7) Deletion of section dealing with employment beyond the age of 70 (D-7)
- 8) Consideration for promotion independent of consideration for the conferral of permanent tenure (D-8)
- 9) Deletion of the six-year cap on fixed term appointments (D-9)
- 10) Redefinition of the role of the permanently tenured faculty in personnel decisions (D-9 & D-10)
- 11) Redefinition of the role of the Unit Personnel Committee (D-9 & D-10)
- 12) Establishment of a policy and timetable for external peer review for promotion and tenure (D-11 & D-12)
- 13) Redefinition of the role of Unit Administrator in personnel decisions (D-11)
- 14) Specification of the different types of personnel files to be maintained (D-12 & D-13)
- 15) Addition of material procedural irregularity as a grounds for a hearing (D-17)
- 16) Revisions of procedures for the hearing process (D-18)
- 17) Revision of the appeals procedures (D-21)

Hughes stated that there are at least two changes in the document that will require unit code changes. These are noted on pages D-11, line 33, Qualifications of External Peer Reviewers and D-13, Line 9, Materials for the PAD (Personnel Action Dossier). Don Sexauer (Art), Chair of the Unit Code Screening Committee, indicated that the Senate could mandate a process for the necessary code revisions which would not require evaluation of the entire code.

Hughes stated that in addition, the recommended revision to Appendix L included the change to make the quadrennial evaluations applicable to all administrators, and all faculty members who evaluate other faculty for the purpose of promotion, tenure, appointment, reappointment, and/or the annual merit evaluation. This would allow Appendix L to be consistent with the newly revised Appendix D, page D-3, footnote 2, definition of unit administrator.

Chair Moskop accepted questions for information, or clarification regarding the proposed revisions to Appendix D and Appendix L. Please refer to the Full Faculty Senate Minutes that was distributed to all Administrators, Deans, Chairs, Directors, Senators, Chairs of all Academic Committees, and available electronically through "FSONLINE" for the full discussion of both appendices.

Chair Moskop proposed that the Senate continue with this report at the regularly scheduled February 18, 1992, Faculty Senate meeting. If the consideration is not completed at that meeting, a special called meeting would be held on Tuesday, February 25, 1992, to complete action on the report, with the Faculty Senate meeting every Tuesday thereafter until it is complete. Because of the complexity of the issue the Faculty Senate will proceed section by section with the reading, motions, and/or amendments.

It was suggested that the amendments be submitted in writing in advance to the Faculty Senate Office so that the Faculty Governance Committee could review the amendments prior to the next meeting.

Worthington (Medicine) voiced appreciation to the Faculty Governance Committee. The Senators gave a standing ovation to the Committee.

The meeting adjourned at 4:40 PM.

Respectfully submitted,

Frances Eason

Frances Eason
Secretary of the Faculty

Lori Lee

Lori Lee
Faculty Senate Secretary

RESOLUTION PASSED AT THE JANUARY 28, 1992, FACULTY SENATE MEETING

- 92-6 **WHEREAS,** Pitt County Memorial Hospital is the major hospital care provide to state employees in Pitt County including the faculty and staff of East Carolina University;
- WHEREAS,** Pitt County Memorial Hospital is the second largest provider of state employee patient services in North Carolina;
- WHEREAS,** The State Health Plan has recently offered hospitals the option of participating in a plan which would designate participating hospitals as preferred health care providers for state employees;
- WHEREAS,** If this plan is implemented, state employees would pay a 20% co-payment up to a maximum \$1000 for care at participating hospitals and a 40% co-payment up to a maximum \$5000 for care at non-participating hospitals;
- WHEREAS,** The Pitt County Memorial Hospital Board of Trustees recently voted not to participate in this preferred provider plan on the grounds that it would not control health care costs and would force the hospital to shift costs to other payers unfairly;
- WHEREAS,** If this plan is implemented, state employees in Pitt County will be required to pay much higher costs for care at Pitt County Memorial Hospital or to travel long distances, if possible, to participating hospitals out of the county;
- WHEREAS,** If this plan is implemented, it will pose a major new barrier to access to hospital care for a large number of state employees in Pitt County.

THEREFORE BE IT RESOLVED, That the ECU Faculty Senate urges Pitt County's state legislators to make their colleagues in the General Assembly aware of the hardships implementation of this preferred provided plan without the participation of Pitt County Memorial Hospital would pose for state employees in our area;

FURTHER RESOLVED, That the ECU Faculty Senate urges Pitt County's state legislators to explore alternatives to the proposed preferred provider plan less burdensome to state employees in Pitt County;

FURTHER RESOLVED, That, should the State proceed with this preferred provider plan, the ECU Faculty Senate request that the Pitt County Memorial Hospital Board of Trustees reconsider its decision not to participate in the plan in view of the financial burden and potential health risks posed to state employees by the hospital's non-participation in this plan;

FURTHER RESOLVED, That, should the State proceed with this preferred provider plan, the ECU Faculty Senate requests the Pitt County Commissioners

to urge the Pitt County Memorial Hospital Board of Trustees to reconsider its decision not to participate in the plan in view of the financial burden and potential health risks posed to state employees by the hospital's non-participation in this plan;

FURTHER RESOLVED, That, the ECU Faculty Senate directs the ECU representatives to the UNC Faculty Assembly to express the concerns of the ECU faculty regarding these issues at the February 7, 1992, meeting of the Assembly.

Disposition: N/A