

PLEASE POST FOR ALL FACULTY TO READ!

EAST CAROLINA UNIVERSITY FACULTY SENATE

FULL MINUTES OF 7 APRIL 1998

The special called meeting of the 1997-98 Faculty Senate was held on Tuesday, 7 April 1998, in the Mendenhall Student Center Social Room.

Agenda Item I. Call to Order

Chair Don Sexauer called the meeting to order at 2:10 p.m.

Senators absent were: Professors Singhas (Biology), Parker (Economics), Gabbard and Joyner (Education), Dixon (Geography), Winstead (Health Sciences Library), Metzger and Reinhart (Medicine), Wilson (Sociology), and Vice Chancellors Hallock and Feldbush.

Alternates present were: Cotter for Munde (Academic Library Services), Albright for Dickerson (Allied Health Sciences), Ehlbeck for Satterfield (Art), Schisler for Schadler (Business), Greene for Krcmar (Communication), and Knight for Decker (Health and Human Performance).

Announcements

1. Faculty Senators are reminded of the Faculty Senate Reception, hosted by Dr. and Mrs. Richard Eakin in their home, on Friday, April 24, 1998, from 6:30 p.m. to 8:30 p.m.
2. The Inaugural Proceedings for President Molly Broad is scheduled for Wednesday, April 29, 1998. Dinner, sponsored by NC State, will be provided for all faculty members who attend. Transportation will be provided for any faculty member wanting to attend this special event. The van (or bus, depending on the number of participants) will leave ECU at 2:00 p.m. All faculty interested in traveling to this event in the reserved van (or bus) are asked to call the Faculty Senate office at ext. 6537 no later than Monday, 13 April 1998.

Unfinished Business

Faculty Governance Committee

Priscilla Anderson (Education), Chair of the Committee, continued with the Committee's presentation of the proposed Policy for the Cumulative Review of Permanently Tenured Faculty of East Carolina University. The Faculty Senate resumed discussion of the document by section.

Cumulative Review Committee (CRC)

Farr (English) moved that the cumulative review committee be composed of a minimum of three members. Motion passed. Miller (Philosophy) spoke about departments with ideological rifts and the potential use of this committee to attack faculty who do not agree with the philosophy of the majority. He moved to insert "elect by a three quarters majority". Motion failed. Rosenberg (Faculty Assembly) asked about the need for the CRC. Vice Chancellor Ringeisen spoke to the fact that this is not a re-tenuring process therefore the tenure committee should not conduct the review. Dolezal (Medicine) asked if the entire faculty of a unit could elect the CRC rather than the tenure committee. Anderson stated that the tenured faculty should elect the committee. Worthington (Medicine) spoke in favor of retaining a small committee. Reaves (Faculty Assembly) spoke about the need for small committees and presented various anecdotal comments in favor of the small committee. Ferrell (History) asked how long the committee should serve. Anderson responded that a term is not currently in the report. Ferrell also asked what was meant by "a conflict of interest" and pointed out that this is a possible point for grievances. Anderson stated that conflicts of interest will be determined by the tenure committee. Ferrell moved to include "shall serve for one academic year." Motion passed. Simon (Political Science) moved insertion of "but not more than five members" Ferrell (History) spoke against the motion asking that this be left to the unit. Everett (Nursing) addressed the concerns of the body regarding fairness of evaluations and spoke against the motion. Motion failed. Everett (Nursing) moved insertion of "by a two-thirds majority". Rosenberg asked if any vote would be by the entire tenure committee or only those in attendance at a meeting? Anderson responded that the vote would be by the entire faculty. Rosenberg moved to amend the motion by inserting "of those willing to serve." The motion failed for lack of a second. Motion failed.

Simon (Political Science) moved to insert "not holding administrative appointment". Fiordalisi (Medicine) asked if this would include "unit heads" in the School of Medicine. She was referred to a statement at the end of the document relating to the question. Anderson asked to include "voting" as in Appendix L. Taggart (Music) queried the intent of the motion. Motion passed. Ferrell (History) moved to strike "or is deemed...a conflict of interest." Simon (Political Science) asked about coverage of this matter in the *ECU Faculty Manual*. Anderson responded that it is covered in Appendix Y. Ferrell stated that this is covered by Robert's Rules. Motion passed.

Rosenberg (Faculty Assembly) moved to strike "and probationary-term faculty of the unit." Anderson spoke against the motion especially in the case of small units. Motion failed. Ferrell (History) suggested an editorial change "voting faculty not holding administrative status" be added. This editorial change was accepted.

Review Process

Farr (English) moved inclusion in last paragraph of "...disagree, the entire tenure committee will seek to resolve the differences within the unit." Rosenberg (Medicine) asked about the majority needed to disagree. It was noted that a simple majority is needed. Motion failed. Holloway (Business) asked about the record to be reviewed by the committee. Anderson noted that only the annual reviews and administrators evaluation would be used, not a dossier. Taggart (Music) asked about the CRC response, should the CRC, if they disagree, provide a paragraph of justification. It was noted that that was already stipulated by the process. Kane (Allied Health) suggested an editorial comment--resolve the disagreement. The editorial amendment was accepted. Farr stated that the tenure committee should be involved, and what does disagreement mean? Miller (Philosophy) moved to strike the final clause of the last sentence and substitute "the faculty member's evaluation will be deemed satisfactory and the unit administrator shall report the results of the cumulative review in writing to the faculty member and place a copy of the written evaluation in the faculty member's personnel file." Taylor (English) asked about differences between satisfactory and exemplary? A suggestion was made to modify the statement editorially to "shall at least be deemed satisfactory". The modification to the original motion was accepted. The motion failed. Ferrell (History) moved inclusion of "Should a subsequent

academic unit administrator disagree with the annual reviews and annual reports of an individual faculty member composed before the term of office of the incumbent administrator, the administrator shall not dismiss alter or argue against the body and conclusions of the earlier annual reviews and reports." Motion passed.

Reconsideration

Spickerman (Mathematics) moved to strike most of the second paragraph and include of "...Committee reconfirm their finding of deficiency, the affected faculty may appeal to the unit's Cumulative Review Appeal Committee, a committee consisting of all the unit's tenured faculty, absent the appellant. The Cumulative Review Appeal Committee shall in its deliberations consider, as a base its decisions on, those materials and data which the CRC earlier considered in its original and reconsideration reviews. If the Cumulative Review Appeals Committee agrees that the faculty member's performance is deficient, then this decision shall be communicated in writing to the affected faculty member and to the unit administrator who shall place a copy of the Cumulative Review Appeal Committee findings in the faculty member's personnel file. If, however, the Cumulative Review Appeal Committee disagrees with the reconsideration finding, then the finding of the Cumulative Review Appeal Committee shall supersede all prior decisions of the CRC. If the unit administrator concurs in the judgment of the Cumulative Review Appeal Committee, then no further action is required. If not, then the Cumulative Review Appeal Committee and the unit administrator shall meet and attempt to resolve the conflict. If this proves impossible, the next higher administrator, considering all the evidence of the earlier reviews, shall make the final decision." Jones (Social Work) asked if a unit's code could enact this type of appeal. Sexauer stated that if the document is approved at all levels, it would supersede all unit codes. Allred (Psychology) asked about the appeal process. Motion failed. Holloway (Business) asked about the report of the decision and what will be included. Anderson stated that the process requires a statement. Kane (Allied Health) asked about replacement of "differences within the unit" by "disagreement" in this section and in the previous section, "resolve disagreements". Accepted.

Faculty Development Plan

Ferrell (History) asked to replace throughout the document the term "weaknesses" with "deficiencies". Accepted. Rosenberg (Faculty Assembly) questioned "adequate resources"--who decides? and the wisdom behind "self-directed by faculty member". Anderson responded that "adequate" was from the mandate from the General Administration. As to a "self-directed" plan, the faculty member must be involved. Ferrell asked to substitute "amendment" for "alteration" and add the statement that "Such amendment shall follow the same process as the development of the original plan." Passed.

Subsequent Development Plan

Ulfers (Music) asked about which CRC would be involved in subsequent years and the evaluation of progress on a development plan. Anderson responded that whatever CRC that is in office in subsequent years will have that responsibility. Farr (English) moved insertion in the last sentence of "in concurrence with the entire tenure committee" after "the unit administrator". Anderson stated that currently it is the right of administrators to impose sanctions given cause. Motion failed. Allred (Psychology) asked about the timing of subsequent evaluation.

Review Process

Ferrell (History) moved insertion of "Permanently tenured full-time faculty members who have received university approved leaves of absence shall not have such leave time counted as part of the cumulative review period." Fiordalisi (Medicine) asked about the inclusion of creative activity products accomplished during said leave of absence. Vice Chancellor Ringeisen asked if faculty on leave should make an annual report? Ferrell made a distinction between research assignment vs. leave. Allred (Psychology) asked about personal leave vs. professional leave. Motion passed.

Dolezal (Medicine) moved to postpone the vote on the final document until the April 21st. Faculty Senate meeting. Motion failed. Reaves (Faculty Assembly) reminded the senate that they were not voting on post tenure review—ECU has it—but they were voting on the process that is best for ECU and within the mandate from the General Administration. Motion to approve the entire document as revised passed. **RESOLUTION #98-13** (A copy of the full policy may be obtained from the Faculty Senate office, 140 Rawl Annex.)

Joyce (Physics) moved acceptance of the following resolution:

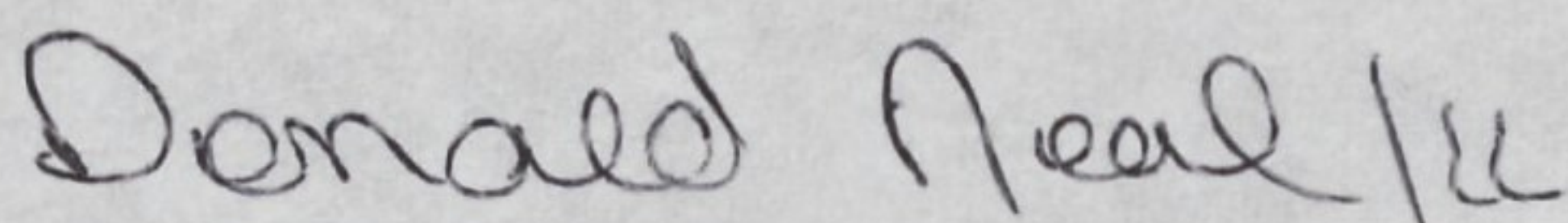
"The Faculty Senate of East Carolina University recommends that the Board of Governors initiate a review process to take place at least every five years. The review will consider the organization of the University of North Carolina and the effectiveness of the Board of Governors and the UNC General Administration. It further recommends that this review will be conducted by a committee whose majority consists of permanently tenured faculty members without administrative appointment." Ferrell (History) asked if this is to be presented at the Faculty Assembly meeting. The response was in the affirmative. Motion passed. **RESOLUTION #98-14**

New Business

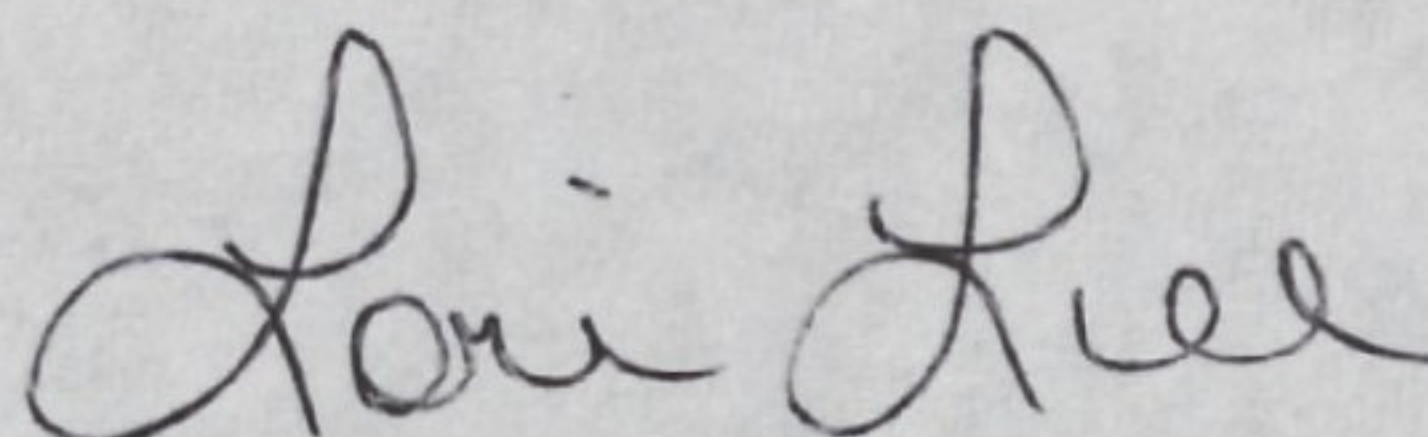
There was no new business to come before the Faculty Senate at this time.

The meeting adjourned at 5:07 p.m.

Respectfully submitted,



Donald Neal
Department of Geology
Secretary of the Faculty



Lori Lee
Faculty Senate office
Administrative Assistant

RESOLUTION PASSED AT THE 7 APRIL 1998, FACULTY SENATE MEETING.

#98-13 Policy for the Cumulative Review of Permanently Tenured Faculty at ECU.

Disposition: Chancellor

#98-14 The Faculty Senate of East Carolina University recommends that the Board of Governors initiate a review process to take place at least every five years. The review will consider the organization of the University of North Carolina and the effectiveness of the Board of Governors and the UNC General Administration. It further recommends that this review will be conducted by a committee whose majority consists of permanently tenured faculty members without administrative appointment

Disposition: Chancellor

EAST CAROLINA UNIVERSITY
FACULTY SENATE

EXECUTIVE MINUTES OF 7 APRIL 1998

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Unfinished Business

Faculty Governance Committee

Patricia Anderson (Education), Chair of the Committee, continued with the Committee's presentation of the proposed Policy for the Cumulative Review of Permanently Tenured Faculty of East Carolina University. The Faculty Senate resumed discussion of the document by section. The following revisions were made to the report presented to the Faculty Senate.

Cumulative Review Committee (CRC)

It was moved and passed that the cumulative review committee be composed of a minimum of three members.

It was moved and passed to include "shall serve for one academic year."

It was moved and passed to include "voting" as in Appendix L.

It was moved to strike "or is deemed...a conflict of interest."

An editorial change was made to add "voting faculty not holding administrative status".

Review Process

It was moved and passed to include "Should a subsequent academic unit administrator disagree with the annual reviews and annual reports of an individual faculty member composed before the term of office of the incumbent administrator, the administrator shall not dismiss alter or argue against the body and conclusions of the earlier annual reviews and reports."

Faculty Development Plan

It was moved and passed to replace throughout the document the term "weaknesses" with "deficiencies".

It was moved and passed to substitute "amendment" for "alteration" and add the statement that "Such amendment shall follow the same process as the development of the original plan."

Review Process

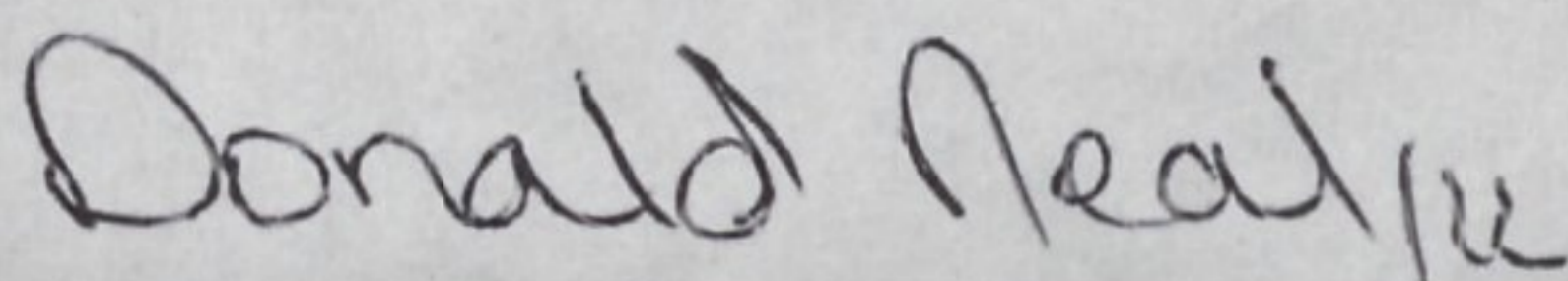
It was moved and passed to insert "Permanently tenured full-time faculty members who have received university approved leaves of absence shall not have such leave time counted as part of the cumulative review period."

The Policy for the Cumulative Review of Permanently Tenured Faculty was approved as amended. **RESOLUTION #98-13** (A copy of the full policy may be obtained from the Faculty Senate office, 140 Rawl Annex.)

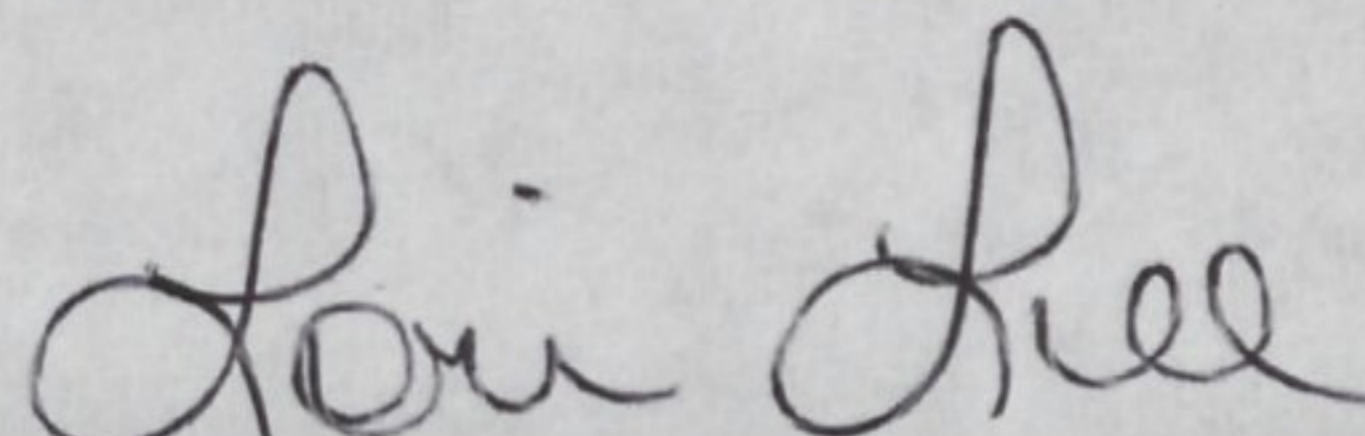
It was moved and passed that "The Faculty Senate of East Carolina University recommends that the Board of Governors initiate a review process to take place at least every five years. The review will consider the organization of the University of North Carolina and the effectiveness of the Board of Governors and the UNC General Administration. It further recommends that this review will be conducted by a committee whose majority consists of permanently tenured faculty members without administrative appointment." **RESOLUTION #98-14**

The meeting adjourned at 5:07 p.m.

Respectfully submitted,



Donald Neal
Department of Geology
Secretary of the Faculty



Lori Lee
Faculty Senate office
Administrative Assistant

RESOLUTION PASSED AT THE 7 APRIL 1998, FACULTY SENATE MEETING.

#9 Policy for the Cumulative Review of Permanently Tenured Faculty at ECU. (A copy of the full policy may be obtained from the Faculty Senate office, 140 Rawl Annex.)

Disposition: Chancellor

#98-14 The Faculty Senate of East Carolina University recommends that the Board of Governors initiate a review process to take place at least every five years. The review will consider the organization of the University of North Carolina and the effectiveness of the Board of Governors and the UNC General Administration. It further recommends that this review will be conducted by a committee whose majority consists of permanently tenured faculty members without administrative appointment

Disposition: Chancellor