

9-8-Faxed to Lou



Faculty Senate
East Carolina University
140 Rawl Annex • Greenville, NC 27858-4353
252-328-6537 office • 252-328-6122 fax
faculty senate@mail.ecu.edu
http://www.ecu.edu/fsonline/

COPY

April 28, 2005

Chancellor Steve Ballard
East Carolina University
Spilman Building

Dear Dr. Ballard:

On April 19, 2005, the Faculty Senate adopted the following resolutions for your consideration.

The resolutions are attached and available electronically at:
<http://www.ecu.edu/fsonline/FacultySenate/Resolutions/fsr2004.htm>

did not approve

05-28 Minimum Standards of Shared Governance of the 16 UNC Campuses (attachment 1).

05-29 Endorsement of a Faculty Assembly Resolution on Proposed Budget Reductions (attachment 2).

05-30 Endorsement of a Faculty Assembly Resolution on Opposition to the North Carolina State Senate Bill 1139 (attachment 3).

05-31 Curriculum matters contained in the minutes of the March 24, 2005, University Curriculum Committee meeting (attachment 4).

05-32 Removal of the "University College" admissions classification from all University documents.

05-34 Request to change the name of the BS in Manufacturing to the BS in Industrial Engineering Technology.

05-35 Resolution on Faculty Salary Practices (attachment 5).

05-37 Revised College of Education Unit Code of Operation (attachment 6).

The Faculty Senate also approved the following resolutions that do not require your approval at this time.

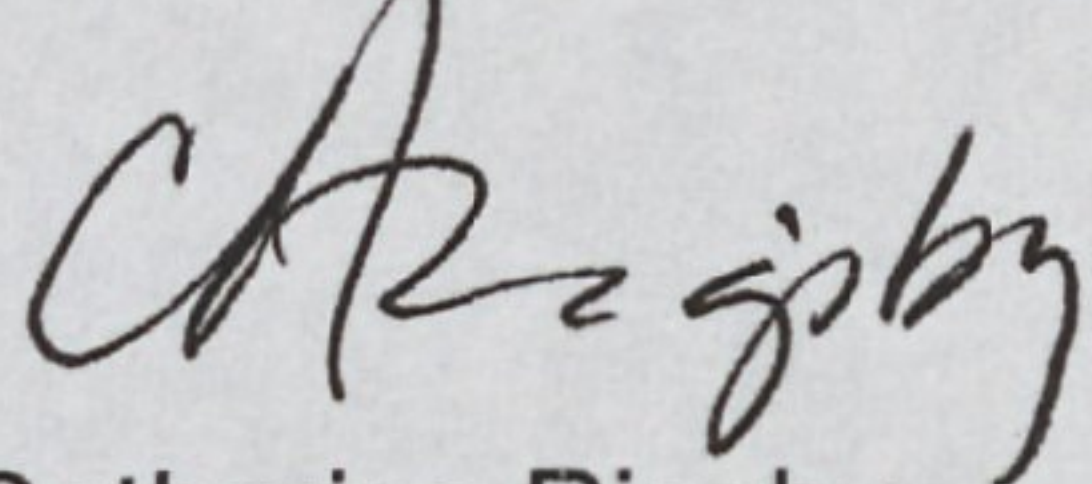
05-33 Proposed revision to Section 5 of the *ECU Undergraduate Catalog* relating to class attendance and participation regulations was returned to the Admission and Retention Policies Committee for further review.

Memorandum
April 28, 2005
Page 2.

05-36 Revised 2006-2007 Teaching Grant proposal.

Thank you for your consideration of the above mentioned resolutions.

Sincerely,



Catherine Rigsby
Chair of the Faculty

attachments

copy via email:

Faculty Officers

Jim Smith, Vice Chancellor for Academic Affairs

Mike Lewis, Vice Chancellor for Health Sciences

Glen Gilbert, Interim Vice Chancellor for Research and Graduate Studies

Faculty Senate Resolution #05-28

Approved by the Faculty Senate: April 19, 2005

Approved by the Chancellor:

The Governance committee moves that the Assembly adopt the following policy, that the policy be posted on the Assembly web site, and that the Assembly chair send a copy of the policy to each of the chancellors, chief academic officers, and faculty chairs of the sixteen campuses.

Standards of Shared Governance of the 16 UNC Campuses**Preamble**

A strong tradition of shared governance is essential to the excellence of any institution of higher learning. This principle is embodied in Section 502D(2) of the *ode of the Board of Governors*, which makes it the responsibility of the chancellor of each constituent institution of The University of North Carolina to ensure that the institution's faculty has the means to give effective advice with respect to questions of academic policy and institutional governance, with particular emphasis upon matters of curriculum, degree requirements, instructional standards, and grading criteria, and that the appropriate means of giving such advice is through an elected faculty senate or council and an elected chair of the faculty. To the end that chancellors may more effectively carry out this responsibility, the Faculty Assembly commends the following statement of essential standards of governance.

Definitions

As used in this document, the following terms have the meanings indicated:

1. **"Faculty"** includes all persons holding full time tenure-track appointments in the institution and such other faculty members and librarians as may have been accorded voting privileges.
2. **"Faculty senate"** means the elective body, by whatever nomenclature, empowered by the faculty to exercise its legislative powers.
3. **"Chair of the faculty"** means the faculty member, by whatever nomenclature, elected by the faculty at large or by the faculty senate as chief faculty officer and spokesperson.

The Faculty Senate

1. The faculty senate must hold regularly scheduled meetings throughout the academic year.
2. With few exceptions, voting membership of the senate must be limited to elected faculty representatives.
3. Members of the senate must represent the academic units of the institution and must be elected directly by the faculty of those units.
4. While it is the chancellors prerogative to preside over the senate, it is preferable and customary for the chancellor to delegate this privilege to

the chair of the faculty, especially for those portions of meetings during which the senate is deliberating on questions of academic policy and institutional governance.

5. The officers of the senate must be elected by the membership of that body or by the faculty at large.
6. The structure, method of election, and powers of the senate must be specified in a document approved and amendable by the faculty at large or its delegated representatives.
7. Procedures for the operation of the senate must be established by reference to recognized authorities such as Robert's Rules of Order or in published bylaws adopted by the senate.
8. The senate must be given adequate resources to ensure effective governance, including:
 - a. an adequate budget
 - b. reasonable authority over its budget
 - c. adequate office space
 - d. adequate secretarial support

The Chair of the Faculty

1. There must be a chair of the faculty who is elected by the faculty at large or by the faculty senate. The chair of the faculty shall be the chief spokesperson for the faculty.
2. The chair of the faculty must be allowed reassigned time commensurate with the duties of the office.

Faculty Governance Responsibilities

1. The legislative and consultative powers of the faculty must be codified in a published governance document approved by and amendable by the faculty or their elected representatives.
2. The university's curriculum is the responsibility of the faculty. The faculty, acting as a committee of the whole or through representatives elected by the faculty or designated pursuant to procedures established by faculty legislation, must give approval to academic policies prior to their implementation, including but not limited to the following:
 - a. graduation requirements
 - b. the undergraduate curriculum
 - c. the establishment, merger, or discontinuation of departments, schools, and colleges
 - d. the establishment of new degree programs (including online programs)
 - e. the establishment of or substantive changes to majors
 - f. the elimination or consolidation of degree programs
 - g. the establishment of individual courses
 - h. admissions policies
 - i. attendance and grading policies

- j. grade-appeal procedures
 - k. drop/add policies
 - l. course-repeat policies
 - m. policies for honors programs
 - n. honor-code policies
3. The curriculum leading to and policies with respect to the award of graduate and professional degrees must be established by the faculties of the schools or colleges that admit and certify candidates for those degrees.
 4. The faculty, through its designated representatives, must be consulted on any proposal to adopt or amend campus policies or reappointment, tenure, and promotion, and of post-tenure review. It is expected that any such proposals will be initiated by the faculty, and that full opportunity for faculty analysis and discussion will be allowed before any modifications in such proposals are adopted.
 5. The faculty, through its designated representatives, must be afforded full opportunity to review and approve faculty handbooks, academic policy manuals, and any institutional policy statements that affect the faculty's teaching, research, or conditions of employment.
 6. For joint committees on which the faculty is represented:
 - a. Faculty representation must appropriately reflect the degree if the faculty's stake in the issue or area the committee is charged with addressing
 - b. The faculty members of joint committees must be selected in consultation with the elected faculty leadership or by process approved by the senate.
 7. The granting of honorary degrees is a prerogative of the faculty. All nominees for honorary degrees must be approved by the faculty or its designated representatives before final approval by the board of trustees.

Administration-Faculty Collegiality

1. A collegial, candid, and cooperative relationship should exist between the administration and the faculty. When requested, administrators should appear before the senate and respond to questions.
2. It is expected that senior administrators will uphold the decisions of the senate in areas in which the faculty has primary responsibility, such as curriculum and tenure/promotion policies.
3. The chancellor and other senior administrators should consult in a timely way and seek meaningful faculty input on issues in which the faculty has an appropriate interest but not primary responsibility, including but not limited to the following:
 - a. the university mission
 - b. budget
 - c. campus master plan or strategic plan
 - d. building construction

- e. enrollment growth
 - f. tuition policy
 - g. student discipline
 - h. intercollegiate athletics
 - i. faculty and staff benefits.
 - j. libraries and other research facilities
4. The chancellor should effectively advocate the principles of shared governance to the Board or Trustees.
 5. The chancellor should typically sustain the recommendations of faculty tenure, hearings, and grievance committees. When the chancellor acts against the recommendations of such committees, the chancellor should meet with the committee or otherwise adequately communicate the reasons for not sustaining its recommendations.
 6. The Board of Trustees should exercise due respect for the governance prerogatives of the faculty.
 7. The faculty should participate meaningfully in the selection of academic administrators through membership on search/hiring committees and the opportunity to meet and comment on "short-listed" candidates before hiring decisions are made.
 8. The faculty of each college, school, or department should be consulted in the appointment or reappointment of the dean or department chair either through majority membership on the search committee or evaluation committee or by direct consultation with the appointing administrator either in person or by other means approved by the faculty senate.
 9. The term of appointment of academic deans and department chairs should not exceed five years. If appointment for an indefinite term, an academic dean or department chair should be formally evaluated for continuation in the office not less frequently than every five years.
 10. The chancellor or provost, in consultation with the faculty senate, should establish effective procedures that enable members of the faculty having voting privileges to regularly evaluate the performance of senior administrators. This evaluation should be in addition to and independent of the mandated periodic evaluation of administrators by the chancellor or the board of trustees,

Compliance

It is the responsibility of the faculty of each campus to advocate, seek, and monitor the campus's adherence to the Standards of Shared Governance. When a campus is not in compliance with one or more standards, faculty should seek resolution through processes at the campus level. However, when the faculty's sustained efforts to secure compliance have not been successful, the faculty, through its senate or the chair of the faculty, is encouraged to consult with the officers of the Faculty Assembly, who will bring the matter to the attention of the resident and work with all parties to achieve a resolution.

Faculty Senate Resolution #05-29

Approved by the Faculty Senate: April 19, 2005

Approved by the Chancellor:

Endorsement of a Faculty Assembly Resolution on Proposed Budget Reductions.

WHEREAS, the Office of the President has articulated the significant budget reductions and reversions of the past several years, that these budget reductions were exacerbated by the significant increases in the cost of living, and that opportunities lost during this period are enormous and will continue to have a negative impact on the experiences of UNC students, faculty, and staff for years to come; and

WHEREAS, budget cuts will be detrimental to the quality of education system wide, endangering both access to higher education and the national reputation of North Carolina's system of higher education.

THEREFORE, BE IT RESOLVED THAT academics be the primary budget priority and sustain as small a budget cut as possible.

BE IT FURTHER RESOLVED that the Office of the President disproportionately shield academic affairs throughout the system and historically minority students within the system; and

BE IT FURTHER RESOLVED that, in the event that there are any budget reductions to the university system, the Office of the President and each campus be allowed "management flexibility" as pertains to budget cuts; and

BE IT FURTHER RESOLVED that the decision making process at each campus include faculty input and faculty representation by the faculty governing body.

Faculty Senate Resolution #05-30

Approved by the Faculty Senate: April 19, 2005

Approved by the Chancellor:

Endorsement of a Faculty Assembly Resolution on Opposition to the North Carolina State Senate Bill 1139.

WHEREAS, academic freedom is necessary to advance all areas of human knowledge; and

WHEREAS, government control of university teaching and research is antithetical to the free exchange of ideas; and

WHEREAS, numerous protections for the academic freedom of both students and faculty alike are already substantively built into the codes, missions, and visions of the University of North Carolina; and

WHEREAS, the practical effect of Senate Bill 1139 would be to remove professional academic judgment as the standard for decisions about teaching and research in the University of North Carolina.

THEREFORE BE IT RESOLVED THAT The University of North Carolina Faculty Assembly opposes Senate Bill 1139. Further, we urge the President of the University of North Carolina, The legislature, and the governor oppose this bill.

Faculty Senate Resolution #05-35

Approved by the Faculty Senate: April 19, 2005

Approved by the Chancellor:

Resolution on Faculty Salary Practices.

Whereas, there are a number of cases of faculty salary imbalances such as compression and inversion and depression at East Carolina University; and

Whereas, the UNC-OP has indicated that such salary imbalances are not advisable; and

Whereas, such imbalances can lead to poor faculty morale and faculty retention problems; and

Whereas, the faculty realize that such imbalances are in many cases not the result of policy choices by chairs, directors, and deans at ECU, but are commonly due to market forces and salary directives from higher administration,

Therefore Be It Resolved that the Faculty Senate requests that each year the ECU Chancellor appoint a committee consisting of at least one member of the ECU administration and at least one member of the Faculty Welfare Committee to:

1. Study the salary structure of all colleges/schools and departments at ECU.
2. Compare that salary structure with our OP Peer universities and public PhD-granting universities in the United States.
3. Determine which departments and schools have significant salary imbalances (as noted by comparisons that demonstrate highly compressed, inverted, or depressed salaries).
4. Meet with the appropriate Deans about the salary situations in their schools to discuss the origins of the salary imbalances and decide which are most pressing to solve.
5. Set aside a small percentage of salary money each year to solve the most pressing salary problems.
6. Report annually to the Faculty Senate on progress in mitigating salary imbalances.

Examples of Inversion, Compression, and Expansion
(All salaries are averages, 2003-2004 Comparisons)

1. Inversion				
	ECU Dept. A.	Public Doc. Univ. (same kind as A)	ECU minus Pub Doc	OP Peer Univ. (same kind as A)
Full Prof.	83,010	102,082	-19,072	90,022
Assoc. Prof.	65,549	73,091	-7,542	67,680
Ass't. Prof.	66,609	65,636	973	55,843
New Ass't.	71,000	65,969	5,031	
2. Compression				
	ECU Dept. B	Public Doc. Univ. (same kind as B)	ECU minus Pub Doc	OP Peer Univ. (same kind as B)
Full Prof.	69,782	89,056	-19,274	75,127
Assoc. Prof.	55,409	61,773	-6,364	59,573
Ass't. Prof.	49,479	50,257	-778	45,168
New Ass't.	50,125	49,998	127	43,978
Instructor	51,410	38,224	13,186	32,721
3. Expansion				
	ECU Dept. C	Public Doc. Univ. (same kind as C)	ECU minus Pub Doc	OP Peer Univ. (same kind as C)
Full Prof.	87,877	75,802	12,075	67,476
Assoc. Prof.	62,501	58,906	3,595	54,585
Ass't. Prof.	47,540	48,789	-1,249	46,459
New Ass't.	50,000	48,119	1,881	44,679
4. Depression				
	ECU Dept. D	Public Doc. Univ. (same kind as D)	ECU minus Pub Doc	OP Peer Univ. (same kind as D)
Full Prof.	60,593	86,449	-25,856	no data
Assoc. Prof.	52,994	62,750	-9,756	
Ass't. Prof.	50,145	52,614	-2,469	
New Ass't.		52,492		
Instructor				
5. No Obvious Problem				
	ECU Dept. E	Public Doc. Univ. (same kind as E)	ECU minus Pub Doc	OP Peer Univ. (same kind as E)
Full Prof.	86,732	85,322	1,410	76,420
Assoc. Prof.	61,061	62,600	-1,539	58,984
Ass't. Prof.	52,675	52,004	671	46,754
New Ass't.		51,736		45,425
Instructor				