

**EAST CAROLINA UNIVERSITY  
FACULTY SENATE**

**FULL MINUTES OF DECEMBER 6, 2005**

The fourth regular meeting of the 2005-2006 Faculty Senate was held on Tuesday, December 6, 2005, in the Mendenhall Student Center Great Room.

Agenda Item I. Call to Order

Catherine Rigsby, Chair of the Faculty called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of Minutes

Sprague (Physics) moved the postponement of the minutes of November 8, 2005, until January 31, 2006.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Zoller (Art), Robinson (Mathematics), Gilliland and Schenarts (Medicine), Eastman (Social Work), and Vice Chancellor Mageean.

Alternates present were: Professors Boklage for Ray (Medicine), Moll for Taggart (Music), Kirkpatrick for Eason (Nursing), and Cope for Allred (Psychology).

B. Announcements

1. The Chancellor has approved the following resolutions from the November 8, 2005, Faculty Senate meeting:
  - 05-42 Approval of the Fall 2005 Graduation Roster, including honors program graduates, subject to the completion of degree requirements.
  - 05-44 Curriculum matters contained in the minutes of the October 13, 2005, and October 27, 2005, Committee Meetings.
  - 05-45 Resolution on Fixed term Faculty.  
With regard to this resolution, the Academic Council will proceed to draft a plan that will be discussed with the Chancellor's Executive Council and the Faculty Governance Committee. The Academic Council will then, in concern with the Faculty Governance Committee, present the plan to the Faculty Senate.
2. Electronic access to the 2005-2006 Faculty Salary report is now available via OneStop at: <https://onestop.ecu.edu/onestop/> under Tools, *Employee*. The Faculty Senate office also maintains paper copies of this information, dating back to 1990.
3. Faculty interested in periodically receiving past copies of "*The Chronicle of Higher Education*" are asked to call the Faculty Senate office to place their name on a list for distribution.
4. The Committee on Committees has been charged to seek volunteers to serve on the various academic, appellate, administrative, Board of Trustees, and student union committees. Faculty are strongly encouraged to participate in this component of shared faculty governance and return the volunteer form by February 15, 2006. Committee appointments will be finalized at the April 25, 2006, Faculty Senate meeting.

Faculty members have two ways to note their preference for service on the various standing University committees.

- 1) On OneStop under Employee Section, faculty members click on "Faculty Committee Volunteer Form" and complete the committee volunteer preference form.



- 2) A faculty member may complete the volunteer preference form that is available on the Faculty Senate web site at <http://www.ecu.edu/data-fsonline/committee/callforvolunteers.htm>
5. Letters concerning unit elections for 2006-2007 Faculty Senate representation will be mailed to unit code administrators in early January. In accordance with the *ECU Faculty Manual*, Appendix A, elections are to be held during the month of February. Please call the Faculty Senate office if you have any questions.
6. A special thanks was extended to Chancellor Steve Ballard for providing the additional food and wine for today's meeting.
7. The Chancellor will host a Faculty Senate reception in the Chancellor's residence on Tuesday, April 18, 2006, from 5:30 – 7:30 p.m. Formal invitations will be forthcoming to all Faculty Senators, Alternates, past Chairs of the Faculty, and their guests.

C. Steve Ballard, Chancellor

Chancellor Ballard announced that Kitty Wetherington has virtually accepted the position as new University Attorney, with the negotiations being completed soon. The Chancellor said he appreciated the efforts of the search committee in finding finalists and making recommendations.

The Chancellor stated that the next six months of planning will be especially important to this institution. The areas he discussed are as follows:

**Status in System:** ECU should be very proud of its position but also very vigilant in keeping its position. We are the 3<sup>rd</sup> largest university, one of two with medical schools, and by far the fastest growing (based on the last four years of growth). We should be fully respected for the quality of what we do. The Chancellor also discussed what the formation of a future peer list should be. He thanked Catherine Rigsby for her help. It establishes the salary structure that we can offer at this University. We should be very aggressive to find peers that represent our future.

**Financial outlook:** The next five years will look much different from the last five years. He is optimistic about the financial future. There are three things which will dominate how we think about generating revenue and the faculty will be at the heart of what we decide to do. One is structural deficits within the state. State government will have less money available for universities. Secondly, we are the largest discretionary item in the state budget. Thirdly, he feels it is virtually impossible for enrollment to grow over the next five years as it has over the last five years. We have been saved through the work the faculty has done in enrollment growth. The Chancellor does not feel that the projections support a grow level which will carry us over the next five years. So the future will be different. We should be paying attention to the right mix of who should be paying for the cost of education and how we can be prepared. We will recommend to the Board of Trustees a sizable increase in tuition and fee structures within the guidelines established by the Board of Governors. In 2003 students paid about 20% of the cost of their education. This year it will be closer to 22%. 25% would most likely be the maximum we could ask students to contribute to their education. We are approaching the limit of what we can ask students to contribute, therefore we must do more to guarantee our financial viability over the next decade. We are investing our resources in ways, which will make a difference. Three areas are research, advancement, and athletics. We are doing better today than we were a year ago. We are investing in ways which will help our financial future.

**Planning:** The Chancellor stated that planning is the glue that connects our status in the system, our financial future and the decisions, which we all must make in the community as we go forth. The



Chancellor stated that Erskine Bowles is not happy with the strategic plan of the general administration and does not believe that the campus plan makes a whole lot of difference. We have the opportunity to provide a viable model for planning within this 16-campus system. This is the goal. The Board of Trustees has identified planning as one of the two things in which we must make the most progress. We must plan as our needs and our resources are not going to line up. We need to come to grips with this in the ways that make the most sense. We need to decide those areas which will have the most impact on our faculty and resources, set the priorities and establish specificity at some level so that we can really make a difference on what is most important to the success of our faculty. In the first stage of the planning process we must answer the question "where is ECU going?". This question concerns how big we want to be, the appropriate faculty mix, our academic programs, etc. The Chancellor will continue to work with the faculty senate leadership for continuous feedback. Stage two is the most important as it will identify what we are not doing that we need to do and things we are doing that we shouldn't do. This is the stage where every academic unit develops their own plan that set priorities, which will make the most difference for ECU. It is hopeful that this stage will start early in the spring semester. This is the stage where the key decisions will be made as to where we are headed, how we deal with enrollment issues, and what programs make the most difference for economic development. Stage one is a much more general exercise and stage two is specific about what happens at the local level. The Chancellor is looking forward to continuing discussions on how we can make the most progress and he thanked everyone.

Tabrizi (Technology and Computer Science) stated that we often receive announcements regarding student safety on the streets of Greenville around campus that list the usual alert to "walk in groups and be aware of your surroundings." However, it would be helpful to know if anyone or any group on campus is formally and officially focusing on creative problem-solving regarding this issue (focus groups, benchmarking solutions against those of other universities with similar problems, faculty-student committees to gather and analyze data, etc.). If not, he proposed that such a standing group of students, faculty, and staff be formed and given specific deliverables, including regularly scheduled updates on the progress towards solutions to faculty, staff, and students.

The Chancellor thanked Professor Tabrizi for identifying a number of good ideas and he agreed with him. He will discuss this with Provost Smith and Vice Chancellor Moore. Safety is a major concern and Vice Chancellor Moore has added 15 additional police due to recent incidences. VC Moore is also taking several people to Durham as they have an excellent model for joint university/community safety efforts.

Long (History) noted the continued problems with traffic control on 10<sup>th</sup> street and stressed that there should be more priority with the handling of this situation.

Chancellor Ballard stated they are working on this problem. Vice Chancellor Moore has suggested various partnerships with the city several of which have been responded to. We need to keep the pressure on and be aggressive. The concept of safety in the past is not the same as it is today. He would help the faculty senate form a resolution. Catherine Rigsby stated that the Faculty Welfare Committee is working on this with a sub-committee, the 10<sup>th</sup> Street Safety Committee. The committee has just gotten together and had their first meeting so there most likely come up with specific recommendations at the January or February meeting. If they come up with recommendations before then they should bring them directly to the Chancellor.

D. Jim Smith, Provost and Vice Chancellor for Academic Affairs



Provost Smith reviewed information related to several items he had distributed prior to the meeting. The items included:

1. Strategic Planning: By the time of my remarks, Chancellor Ballard will have shared with you his perspectives on this topic. As a close at hand observer of our planning process since its re-inception in 1987, I believe the broadening of the process and the invocation of parallel thought processes across departments, schools, colleges, and divisions is remarkably encouraging. Strategic planning in a University setting is difficult because of the many and varied valid tasks and goals a mature university encapsulates and, hopefully, advances. As a SACS visitor on five campuses in the 1990s and an observer of four such visits here (1970, 1980, 1990, 2000), I believe we have the best opportunity now to develop a plan that maximizes both everyone's opportunity and the likelihood that we will arrive at a product about which we can be passionate. I salute Henry Peel and all of you who have expressed interest and decided to become involved. Onward and upward!

2. Day Care and Fixed term Appointments: The Senate has gone on record some time ago about and reiterated interest in both of these topics most recently. I am currently framing task forces on each topic. Regarding day care, Nan Lee in the College of Human Ecology has prepared a plan and registered it with the administration in 2003-04. This plan will be part of the task force deliberation and the priority-weight of the task force report will have to be determined by consultation with the faculty on priorities in general, possibly within and perhaps outside the formal strategic planning process. The chancellor has accepted the Senate's November resolution on fixed term appointments and the task force that I form on this topic will be broad-based and inclusive and will consider all the good reports that have been done to date. I hope to have some task force reports on both of these areas by the end of the Spring Semester, 2006.

3. Transparent Processes and Process Improvements: I continue to be impressed with successes with the attitudes and spirit of openness and transparency that Chancellor Ballard has instructed us to pursue. Processes will improve and I believe we should have as a goal in the next 2-5 years that we become a national model for budget and resource allocation transparency *We can do this.*

4. Faculty Position Allocations and the Distribution of Operating Dollars: I have shared the October 25 Academic Affairs position allocation memorandum widely and I continue to discuss the rationales with deans and others. The continued availability of enrollment increase monies is of course a function of continuing enrollment increases. We will be making enrollment projections for GA in December and a great deal turns on how well we do this projection. I trust that deans are discussing these matters with the departments and schools within their units.

5. The Joyner Library (ALS) Director Search Process: Elections under App. L of the faculty representatives occurred last Friday and this week I am working on the appointments of the chair and the 3 remaining appointments that are at my discretion. I am also discussing the best manner of involvement of the Laupus Health Sciences Library in this search process. I have indicated that one of my appointments will come from the Faculty Senate Libraries Committee. ALS Faculty elected were: Lisa Barricella, Bryna Coonin, Linda Teel, Carolyn Willis, Beth Winstead, and Maury York. Congratulations to these persons for receiving the confidence of their colleagues.

Brown (Education) asked if her unit could pull information from three self studies toward accreditation to draft their 5 year vision. Provost Smith stated that if the information is relevant then use the information.



E. Catherine Rigsby, Chair of the Faculty

Professor Rigsby noted that faculty members have been busy this semester and involved most recently with discussion on strategic planning with Henry Peel. Chairs (or their representatives) of all academic and appellate committees and faculty officers were invited to participate in the discussion. The University should include what we can do and tie it to the University budget.

She stated that after extensive discussion last Spring in the Faculty Senate, the Faculty Officers, in consultation with the Division of Academic Affairs, agreed to form an Ad Hoc Committee on Search Committee Guidelines. One of the continuing concerns across campus has been the proper conduct of faculty and administrative searches. This Ad Hoc Committee was asked to review guidelines across campus, clarify the rules and regulations for searches, and draft some basic University-wide search committee guidelines that are applicable across campus. Members of the Ad Hoc Committee have now compiled a document entitled Best Practices for Hiring EPA Faculty and EPA Administrator that can be used as a guide in future search activities.

Three new Federal Priorities have been approved by the Federal Priorities Selection Committee, relating to North Carolina Coastal Hazards: Implications of Climate Change, Sea-Level Rise and Storms, Program in Racial Disparities and Cardiovascular Disease, and SouthEast Crescent Authority. These items will be forwarded to the UNC Board of Governors for consideration.

The 10<sup>th</sup>. Street Safety Subcommittee has been meeting and has provided an information sheet for today's meeting.

Issues relating to both the print and online University Catalog are being worked out between the University Curriculum Committee and the Division of Academic Affairs. Issues will be clarified and any new procedures announced to all in the near future. The online catalog is considered the "official" catalog and will be updated at least bi-monthly throughout the year. The catalog will change every semester. Chair Rigsby noted that faculty in all units needed to know that there was no longer a curriculum submission deadline for curriculum items to be included in the "official" University catalog. Printed Fall catalogs will remain available to those who require them.

F. Dee Dee Glascoff, Faculty Assembly Delegate

Professor Glascoff (Health and Human Performance) presented a report on the November 18, 2005, Faculty Assembly meeting. There were no questions.

G. Brief Moment in History

Henry Ferrell (History) continued his discussion from the last month's meeting in connection with various historical happening relating to the faculty and its evolution.

H. Question Period

Faculty are encouraged to participate in the Question Period of the Faculty Senate meeting. This period allows faculty an opportunity to ask questions of administrators and others present relating to activities of the administration or Faculty Senate committees.

Prague (Physics) asked, in reference to the "official" online catalog, if there would be a list of changes made from the previous printed catalog distributed to faculty. Provost Smith stated yes.



Chair Rigsby stated that this was a good suggestion and that a record of all changes should be available for retrieval and distribution.

Tovey (English) stated that there were discrepancies between the online catalog, OneStop in reference to the listing of writing intensive courses.

Chair Rigsby stated that she could not answer that question but that the on-line catalog was the official catalog and contains the official information which should be used. Those in charge of One-stop should be informed of the discrepancies.

Wilson (Sociology) asked if old versions of the catalog were being archived. Provost Smith noted that this would be something that Academic Affairs would start doing.

Wang (Geography) asked who oversaw changes in the catalog. Chair Rigsby said just like it was handled through the Provost's office. She also stated that everything in the catalog must go through the appropriate committees.

Wilson (Sociology) asked, in reference to the distributed Federal priorities, how faculty could provide feedback. Chancellor Ballard said to give a copy of comments to Austin Bunch with a copy to him as well.

Sprague (Physics) stated that "A" parking spaces were being taken up by construction storage and that something should be done about students parking in "A" lots. Chair Rigsby said that after the first semester of this new parking programs all illegally parked cars were to be towed then ticketed as opposed to ticketed and then towed. They should be towed immediately. Professor Tovey stated that the student union/library lot has spaces available.

Given (Foreign Languages) asked about the proposed daycare and why there were now 2 steps to follow, with Nan Lee's plan that was approved by the Faculty Senate being sent to a newly formed task force. Provost Smith stated that this is an involved process and that finding the resources is difficult. It may not resolve itself as quickly as we would like it to.

Tabrizi (Technology and Computer Science) asked Dr. Gemperline about the infrastructure changes and the merging of grants and contracts with sponsored programs. Dr. Gemperline stated that they were working hard to try and improve the research infrastructure. There have been a number of changes over the past year and that the Division is now more responsive to faculty needs. They will have people to help in the area of program development. Research compliance will come under the control of the Research Division. This has been a difficult and challenging process with a new Vice Chancellor on board for only four months, a new budget process to develop, and making fundamental structural changes to the Research Division.

Estes (Health and Human Performance) asked Provost Smith if there would be a Spring 2006 online curriculum catalog. Provost Smith said yes. Chair Rigsby reminded the Senate that Faculty Senate Resolution #04-02 states "The online/CD version should be the official ECU catalog beginning with the 2005-2006 academic year. The catalog for the next academic year (2004-2005) will be the last official paper catalog." Both the Provost and the Chair stated that there are some glitches but they would be worked out.



Deena (English) asked if there would be more money for research grants with the increase in the number of faculty members, emphasis on research, and increase in doctoral programs.

Provost Smith stated that this was something that Vice Chancellor Mageean and Dr. Gemperline will be considering but the idea of seed grants is a great idea to get people going. Dr. Gemperline stated that they have been working on start-up requests and have been making progress on that issue. Vice Chancellor Mageean is very much aware of the request.

Willson (Medicine) noted that there was a decrease in the number of dentists in North Carolina and stated that the medical society recognizes the feasibility of a 4-year School of dentistry.

Vice Chancellor Lewis related a number of statistics in the connection with the shortage of dentists in NC and stated that he was very optimistic about plans for a 4-year program in dentistry at the Brody School of Medicine.

Moll (Music) asked how the productivity of degree programs are accessed? Provost Smith noted that General Administration looks at the number of graduates. This will be a focus for the Dean's group. There is currently no collective way to do this.

#### Agenda Item IV. Unfinished Business

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

#### Agenda Item V. Report of Committees

##### A. University Curriculum Committee

Cheryl Estes (Health and Human Performance), Secretary of the Committee, presented the curriculum matters contained in the minutes of the November 10, 2005, Committee meeting. There was no discussion and the curriculum matters were approved as presented. **RESOLUTION #05-46**

##### B. Agenda Committee

Mark Sprague (Physics), Chair of the Committee, presented the proposed 2006-2007 Faculty Senate and Agenda Committee meeting dates. There was no discussion and the report was approved as presented. **RESOLUTION #05-47**

##### C. Committee on Committees

Henry Ferrell (History), Chair of the Committee, first presented the second reading of the proposed revisions to the Teaching Grants Committee charge. There was no discussion and the revised committee charge was approved as presented. **RESOLUTION #05-48**

Professor Ferrell then presented the second reading of the proposed revisions to the University Athletics Committee charge. There was no discussion and the revised committee charge was approved as presented. **RESOLUTION #05-49**

Professor Ferrell completed his report with the first reading of a proposed new University Environment Academic Committee charge.

Ciechalski (Technology and Computer Science) stated that "environment" included air and noise pollution and was too inclusive. Professor Ferrell referred to the committee first charged and stated its importance and they needed to be inclusive.



It was noted that the Senate would be asked to act on the proposed new University Environment Academic Committee charge at their January 31, 2006, meeting.

D. Educational Policies and Planning Committee

Dale Knickerbocker (Foreign Languages), Chair of the Committee, presented for information only a request by EXSS to change the name of "Physical Activity and Fitness" program to "Health Fitness Specialist". There was no discussion.

E. Faculty Welfare Committee

Bill Sugar (Education), Chair of the Committee, first presented a proposed addition to the *ECU Faculty Manual*, Part VI. Section I.H. relating to Phased Retirement. The following text would be added to this section.

*"1. Phased Retirement*

*Participation in East Carolina University's Phased Retirement Program is available to certain tenured faculty. Summary information is provided here with additional information available on the Office of Academic Affairs personnel forms web page and from the offices of the deans, the provost/vice-chancellor for academic affairs, and the vice chancellor for health sciences.*

*Participation is not an absolute right. East Carolina University may limit participation in the Program in response to a bona fide finding that financial exigencies prohibit enrollment in the program or that further enrollment will substantially weaken academic quality or disrupt program sequence. The university may also set caps to limit the number of eligible faculty members who may participate in the program.*

*To be eligible, faculty members must be at least 50, have at least five years of full-time service at East Carolina University, and be eligible to receive retirement benefits through either the Teachers' and State Employees' Retirement System (TSERS) or the Optional Retirement System (ORP).*

*Faculty members who are considering applying for this program are encouraged to contact the Department of Human Resources for a list of the program officers and to schedule an informational session. Faculty members are also encouraged to consult their attorney and financial advisor before making a decision to enter the program. A decision to enter the program is binding once made. However, the period of phased retirement may be terminated if the faculty member and the university both agree.*

*Faculty members who are accepted for participation in the program are required to give up tenure and terminate their current full-time positions. In return, the university contracts with the faculty member for half-time re-employment for a period of three years. Each participant negotiates their specific teaching duties and the time frame for fulfilling them with the appropriate unit administrator.*

*Faculty members in the program are initially compensated at a salary equal to fifty percent (50%) of the salary they received prior to the phased retirement during their last nine or twelve months of full-time employment. Their salary is paid over a twelve-month period. The faculty member continues to be subject to performance reviews. Subject to any limitations imposed under the State Retirement System and the legislative appropriations process, faculty members are eligible for salary increases and merit pay in subsequent years of program participation based on annual evaluations.*



*Faculty members in the program may participate in all employee benefits available to half-time employees. They should review their benefits with a Human Resources benefits counselor. Medical School faculty should contact the Practice Plan Benefits Administrator for information specific to the supplemental program for medical faculty. Phased Retirement Participants are considered permanent employees during the period of phased retirement.*

*Faculty members on phased retirement are also eligible to participate in the other programs discussed in the Retirement section of the Faculty Manual."*

Painter (Allied Health Sciences) asked about the new requirement for retired faculty noted in the Faculty Assembly report. Cope (Psychology) stated that the new requirement on phased retirement would be a part of the 2007 roll in.

Following a brief discussion, the proposed addition to the *ECU Faculty Manual*, Part VI. Section I.H. relating to Phased Retirement was approved as presented. **RESOLUTION #05-50**

Professor Sugar then presented a proposed revision to the *ECU Faculty Manual*, Part VI. Section I.H.2.a.6 relating to the University Employee Assistance Program. The new text would read: "6) Access to the University Employee Assistance Program and Provider Directory when such services are available."

There was no discussion and the proposed revision to the *ECU Faculty Manual*, Part VI. Section I.H.2.a.6 relating to the University Employee Assistance Program was approved as presented. **RESOLUTION #05-51**

The Faculty Welfare Committee's report on a proposed revision to the *ECU Faculty Manual*, Part VI. (attachment 7) was withdrawn. Faculty Senate Resolution 05-23 relating to parking privileges for retired faculty to read as follows: "Free campus parking permit with "A" zone privileges (without a waiting list)" is still pending the Chancellor's approval. In April 2005, Chancellor Ballard stated that he wanted to do a use study by retired faculty before reaching a decision on this resolution.

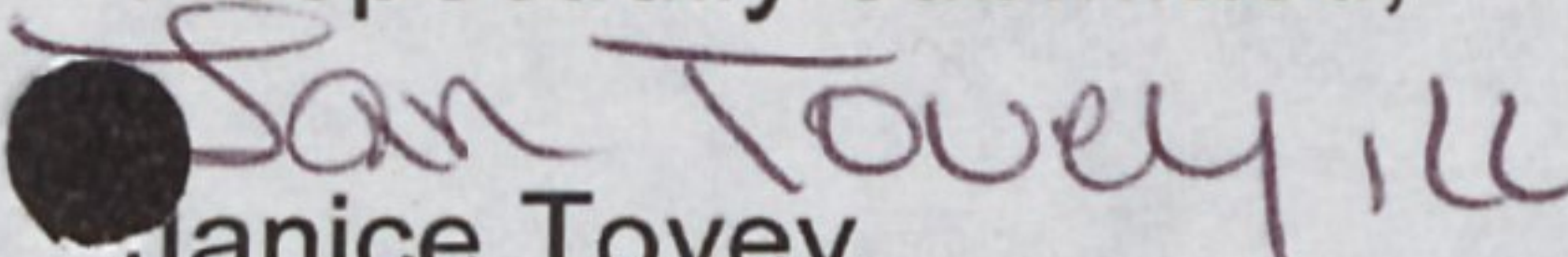
#### F. Unit Code Screening Committee

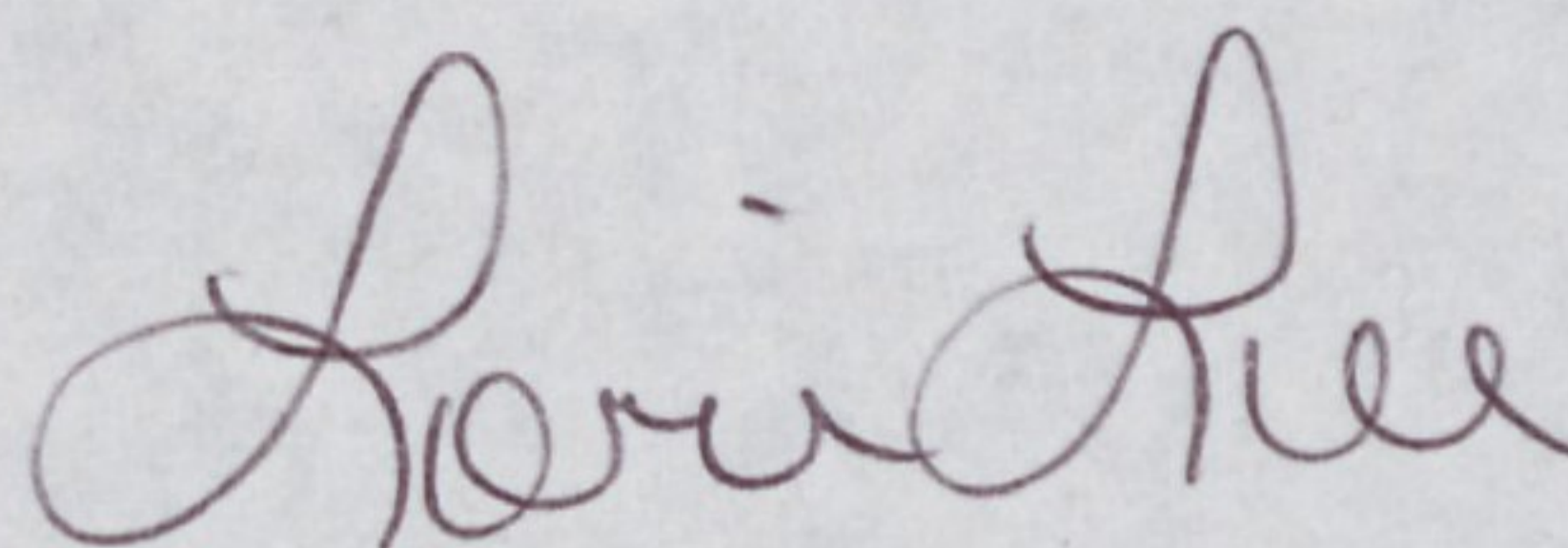
Ralph Scott (Academic Library Services), an ex-officio member of the Committee, presented the revised Allied Health Sciences' Unit Code of Operation. There was no discussion and the revised unit code of operation was approved as presented. **RESOLUTION #05-52**

#### Agenda Item VI. New Business

There being no further business to come before the body at this time, the meeting adjourned at 4:10 p.m.

Respectfully submitted,

  
Janice Tovey  
Interim Secretary of the Faculty  
Department of English

  
Lori Lee  
Administrative Officer  
Faculty Senate



**FACULTY SENATE RESOLUTIONS APPROVED AT THE DECEMBER 6, 2005, MEETING**

05-46 Curriculum matters contained in the minutes of the November 10, 2005, Committee meeting.

**Disposition:** Chancellor

05-47 2006-2007 Faculty Senate and Agenda Committee meeting dates as follows:

Agenda Committee will meet:	Faculty Senate will meet:
August 29, 2006	September 12, 2006
September 26, 2006	October 10, 2006
October 24, 2006	November 7, 2006
November 21, 2006	December 5, 2006
January 16, 2007	January 30, 2007
February 6, 2007	February 20, 2007
March 6, 2007	March 20, 2007
April 3, 2007	April 17, 2007
	April 24, 2007
	Organizational Meeting

**Disposition:** Faculty Senate

05-48 Revised Teaching Grants Committee charge.

**Disposition:** Faculty Senate

05-49 Revised University Athletics Committee charge.

**Disposition:** Faculty Senate

05-50 Addition to the *ECU Faculty Manual*, Part VI. Section I.H. relating to Phased Retirement to read as follows:

*"1. Phased Retirement*

*Participation in East Carolina University's Phased Retirement Program is available to certain tenured faculty. Summary information is provided here with additional information available on the Office of Academic Affairs personnel forms web page and from the offices of the deans, the provost/vice-chancellor for academic affairs, and the vice chancellor for health sciences.*

*Participation is not an absolute right. East Carolina University may limit participation in the Program in response to a bona fide finding that financial exigencies prohibit enrollment in the program or that further enrollment will substantially weaken academic quality or disrupt program sequence. The university may also set caps to limit the number of eligible faculty members who may participate in the program.*

*To be eligible, faculty members must be at least 50, have at least five years of full-time service at East Carolina University, and be eligible to receive retirement benefits through either the Teachers' and State Employees' Retirement System (TSERS) or the Optional Retirement System (ORP).*



*Faculty members who are considering applying for this program are encouraged to contact the Department of Human Resources for a list of the program officers and to schedule an informational session. Faculty members are also encouraged to consult their attorney and financial advisor before making a decision to enter the program. A decision to enter the program is binding once made. However, the period of phased retirement may be terminated if the faculty member and the university both agree.*

*Faculty members who are accepted for participation in the program are required to give up tenure and terminate their current full-time positions. In return, the university contracts with the faculty member for half-time re-employment for a period of three years. Each participant negotiates their specific teaching duties and the time frame for fulfilling them with the appropriate unit administrator.*

*Faculty members in the program are initially compensated at a salary equal to fifty percent (50%) of the salary they received prior to the phased retirement during their last nine or twelve months of full-time employment. Their salary is paid over a twelve-month period. The faculty member continues to be subject to performance reviews. Subject to any limitations imposed under the State Retirement System and the legislative appropriations process, faculty members are eligible for salary increases and merit pay in subsequent years of program participation based on annual evaluations.*

*Faculty members in the program may participate in all employee benefits available to half-time employees. They should review their benefits with a Human Resources benefits counselor. Medical School faculty should contact the Practice Plan Benefits Administrator for information specific to the supplemental program for medical faculty. Phased Retirement Participants are considered permanent employees during the period of phased retirement.*

*Faculty members on phased retirement are also eligible to participate in the other programs discussed in the Retirement section of the Faculty Manual."*

**Disposition:** Chancellor

05-51 Revision to the *ECU Faculty Manual*, Part VI. Section I.H.2.a.6 relating to the University Employee Assistance Program to read as follows: "6) Access to the University Employee Assistance Program and Provider Directory when such services are available."

**Disposition:** Chancellor

05-52 Revised Allied Health Sciences' Unit Code of Operation.

**Disposition:** Chancellor