

**EAST CAROLINA UNIVERSITY
FACULTY SENATE
FULL MINUTES OF JANUARY 31, 2006**

The fifth regular meeting of the 2005-2006 Faculty Senate was held on Tuesday, January 31, 2006, 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

The minutes of November 8, 2005, were approved as distributed. The December 6, 2005, minutes will be distributed and approved at the next meeting.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Robinson (Mathematics), Yalcin (Philosophy), and Eastman (Social Work).

Alternates present were: Professors Wolfe for Avenarius (Anthropology), Holloman for Hodge (Education), Felts for Estes (Health and Human Performance), Kirkpatrick (Nursing), Coddington for Ciesielski (Technology and Computer Science), Parker for Funaro (Theatre and Dance), and Cope (Psychology).

B. Announcements

1. There is no longer a curriculum submission deadline for inclusion in the official ECU catalog. Faculty are reminded that the official ECU catalog is the on-line catalog that is available at <http://www.ecu.edu/cs-acad/aa/>. February 23, 2006, is the curriculum submission deadline for inclusion in the Fall 2006 printed catalog. Please direct any questions to members of the University Curriculum Committee at cuc@mail.ecu.edu.
2. The Chancellor will host a Faculty Senate reception in the Chancellor's residence on Tuesday, April 18, 2006, from 5:30 – 7:00 p.m. Formal invitations will be forthcoming to all Faculty Senators, Alternates, past Chairs of the Faculty, and their guests.
3. Letters concerning unit elections for the 2006-2007 Faculty Senate representation have been mailed to unit code administrators. 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.
4. Faculty are strongly encouraged to participate in shared faculty governance by volunteering to serve on the various academic, appellate, administrative, Board of Trustees, and student union committees. Currently there are 87 upcoming vacancies on various standing University committees. The deadline for volunteer submission is February 15, 2006. Committee appointments will be finalized at the April 25, 2006, Faculty Senate meeting.

Faculty members have two ways to express their interest in volunteering.

- 1) On OneStop under Employee Section, click on "Faculty Committee Volunteer Form" and complete the committee volunteer preference form.
- 2) Complete the committee volunteer preference form available at the site linked below and forward it to the Faculty Senate office at faculty senate@ecu.edu.

Link to volunteer form: <http://www.ecu.edu/data-fsonline/committee/callforvolunteers.htm>

The Joyner Library Director Search Committee has scheduled two campus-wide forums to solicit input from the ECU community on the qualities and qualifications you think are important for this critical position. All are welcome and encouraged to attend. Those dates are:

Wednesday February 1, 2006 from 4:00 – 6:00 p.m.

Tuesday February 7, 2006 from 11:30 a.m. – 1:30 p.m.

Both sessions are in the Joyner Library Administrative Conference Room, 2nd floor, Joyner Library

6. The Chancellor has approved the following resolutions from the December 6, 2005, Faculty Senate meeting:
 - 05-44 Curriculum matters contained in the minutes of the November 10, 2005, Committee meeting.
 - 05-50 Addition to the *ECU Faculty Manual*, Part VI. Section I.H. relating to Phased Retirement.
 - 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."
 - 05-52 Revised Allied Health Sciences' Unit Code of Operation.

7. The Faculty Governance Committee has scheduled three open hearings to discuss proposed revisions to the following sections of the *ECU Faculty Manual*:
 - Part XII. Personnel Action Dossier
 - New Part XIII. Promotion and Tenure Timeline
 - Appendix C. Personnel Policies and Procedures for the Faculty, Section I.D. Specific Criteria for Appointment
 - Appendix D. Tenure and Promotion Policies and Procedures

The open hearings are scheduled for:

Tuesday, January 31, 2006, from 12:00 – 1:30 in Mendenhall 221

Wednesday, February 1, 2006, from 12:00 – 1:30 in Mendenhall 221

Thursday, February 2, 2006, from 12:00 – 1:30 in Blue Auditorium, Brody Building

All interested faculty are invited to attend the open hearings. Please direct any questions or forward any suggestions to members of the Faculty Governance Committee at fgc@mail.ecu.edu.

C. Chancellor's Report

Chancellor Steve Ballard first briefly reported on faculty employment, which included a distributed longitudinal profile of faculty tenure status and tenure status of permanent and temporary faculty by unit.

Chancellor Ballard was pleased with the Provost's Task Force on Fixed Term appointments. The welfare of fixed-term faculty is a national problem and ECU must make this part of its compensation plan. The growth of fixed-term faculty is related to our mushrooming faculty size and enrollment projections. We need to have comparison data for benchmarking and we need to make a commitment to continuous improvement.

The Chancellor addressed legislative priorities which should reflect our broadest institutional needs. This year we will concentrate on the following five priorities:

1. Academic space on the East Campus
2. Enrollment Growth
3. Approval for the Dental School
4. Reimbursement for indigent care
5. Agro Medicine Institute

The Chancellor spoke of Erskine Bowles and expressed that President Bowles is attentive to ECU. He business background gives him a certain perspective. He has reviewed our mission statement and feels it is too ambiguous. Bowles has asked what will define success at ECU. The Chancellor asked the faculty senate for feedback. We need to give a measure of quantitative accountability.

The Chancellor discussed the downtown area of Greenville and said that there is a major new cooperative venture with the City and the Uptown committee to reshape the downtown area. Within 3 years, a new downtown will emerge if we react now.

The Chancellor thanked the faculty senate and Henry Peel for working over the last 16 months on identifying a new peer group. He mentioned that ECU had received tentative GA approval for a new set of peer institutions. The new list is tentative pending approval by the Board of Governors. The peer institutions include: Florida International University, Northern Illinois University, Ohio University—Main Campus, Old Dominion University, Texas Tech University, University Of Missouri-Kansas City, University Of Wisconsin-Milwaukee, Western Michigan University, Wright State University—Main Campus, University of Nevada—Reno, University of North Dakota—Main Campus, Virginia Commonwealth University, SUNY at Buffalo, University Of Louisville, and University Of South Carolina-Columbia. He mentioned that of this group only one of the original institutions remained from the old list. 11 or 12 have medical schools where before the only 2 or 3 on the list had such schools. These peers have higher average salaries, which can be a good thing for ECU as it gives us room to grow.

Cope (Psychology) asked for an update on a planned 10th Street Corridor. Chancellor Ballard noted that the plan to connect downtown to west campus was in the discussion stage. Following the meeting, Vice Chancellor Kevin Seitz provide additional information stating that the project is moving forward but the pace is very slow. On January 30 and 31, the consultants started to meet with the public to gather information and opinions regarding the project. The study and design process will take 3 - 4 years with construction not being started until 2011. In addition to meeting with the public, the team is also collecting information through a toll free number 1-866-836-8478 and a web site www.greenvillenc.gov/departments/public_works_dept.

Long (History) asked about the status of a University Child Care Center. The Chancellor stated that there is no resolution to this yet. We are close to making a task force. We are looking at the possibility of outsourcing but more information must be gathered. Monies are needed for planning this and other priorities. More investigation will be done.

Painter (Allied Health Sciences) stated that with Allied Health Sciences and Nursing moving to west campus and the increase in students, faculty, and staff being relocated there, could the University

Work with ViQuest to allow for discounted membership rates. The Chancellor stated that a partnership with ViQuest has been discussed. Growth needs are being looked at.

Wolfe (Anthropology) asked Chancellor Ballard if he supported creating a downtown culture/natural history museum and/or a regional science center? The Chancellor stated yes. However, the proposed ECU downtown center must come first. We can then look at other proposals and prioritize to achieve the best impact to ECU.

Given (Foreign Languages and Literatures) asked if the University supported the renaming all of 5th street after Martin Luther King. Chancellor Ballard stated that yes, the University was ready to take a leadership role on this issue and would propose hosting two forums in February to address the various concerns. He also noted that Professor Derek Alderman (Geography) had provided him with useful research on this important issue.

D. Vice Chancellor's Report

Deirdre Mageean, Vice Chancellor for Research and Graduate Studies stated that she was able to find an additional \$179,000 to fund a total of 27 2006/07 research/creative activity grants. She stated that this would not be the same next year. She is working on the timing of getting funds into the faculty hands sooner.

In connection with the search for the Dean of Graduate Studies, the search is moving along well with 39 applicants reduced to 8. Video interviews are being conducted with the idea to bring 4 candidates on campus sometime in March. She also noted that the first meeting of the Task Force for Graduate Assistantships took place today. There is lots of work to be done.

Tabrizi (Technology and Computer Science) first thanked the Vice Chancellor for the increase in support and leadership shown by staff in the Sponsored Programs department under Vice Chancellor Mageean's leadership and he mentioned the work being done by Marti VanScott and Melody Bentz. He then stated that the funding for infrastructure is still lacking. He asked if she had considered establishing individual sponsored programs offices around campus to serve within each college/school to oversee mentoring research faculty. The Vice Chancellor stated that the Research Council would continue to look into this. She is happy to continue working to improve our Sponsor Programs office, but will need more people to do this and is always open to suggestions.

Jim Smith, Provost and Vice Chancellor for Academic Affairs, provided Senators with the following information prior to his presentation at the meeting.

1. ECU Community Losses: We grieve the loss of three colleagues over the past several weeks: Chia-yu Li, Linda Allred, and Gene Ryan. They made so many contributions to the ECU community. So much was given in so many ways by each of these individuals. Our loss is deeply felt and our sympathies go out to family members and close friends.

2. Fixed term appointments: I am pleased to say that the invitations for membership on the Academic Council's Task Force on Fixed Term Appointments have been extended. The group will begin meeting bi-weekly in late February and will have a draft report no later than mid-April. This report would be circulated widely and presumably be considered by the Faculty Governance Committee and then, revised or not, brought to the Faculty Senate. As we see in today's faculty category data, 461 full-time faculty out of 1,413 are fixed term appointees -- 32.6%. We should analyze this percentage,

maximize faculty security and benefit where it is earned, and provide continuing and improved quality for our students. I look forward to chairing this task force as I did chairing the Senate in the mid-80s when we were asking the administration to keep such appointments at 10%. Much has changed in higher education and at ECU since then, but this concerted, collaborative analysis is long overdue.

3. Promotion and Tenure: We have 84 tenure and promotion personnel actions involving 54 individual faculty members in Academic Affairs this year. In 9 of those cases we have disagreements among faculty committees, chairs, and deans. This is nearly 17% of the cases. I urge faculty, chairs, directors, and deans to ensure full communication through each year of appointment and that all procedures are properly accomplished every year. Collaboration and consultation are the avenues to reducing this percentage. We can do better. I must say, too, how impressive it is to review 54 PADs and see the accomplishments represented therein. We are a maturing doctoral university where teaching excellence is highly valued and thrives.

4. Faculty Priorities, the Integrated Planning Process, and Day Care: Faculty Senate Resolution #04-15 recommending the establishment of a day-care center still awaits action. The amount of money required is daunting amidst other needs such as travel money, start-up funds, operating budgets, equipment replacement, and the like. In discussions with Catherine and others, knowing how much emphasis to place on a day care center begs faculty priority setting. You are being asked to contribute to that analysis today. Going forward, we will compare priorities and seek best practices on day care at other campuses. The forming of a committee on day care and other priorities will follow soon in some form.

5. Faculty Manual Revisions: I urge everyone to take part in reviewing the revisions brought forward by the Governance Committee. Personnel processes are a signal moment in the collaboration of faculty, chairs, directors, deans, and vice chancellors to provide the chancellor and trustees with our best recommendations. The greater the collaboration and communication (see #3 above) the greater the mentoring success we will achieve. I am encouraging chairs, directors, and deans to forward their reactions to suggested revisions, both to the Governance Committee and to me. I look forward to the Faculty Senate meetings we will have on these recommendations. There is little that is more important to genuinely shared governance and faculty-administration collaboration than insuring that these processes are the best they can be.

E. Catherine Rigsby, Chair of the Faculty

Chairperson Rigsby asked the senate to refer to the blue sheet of priorities and asked everyone to rank the priorities presented on this survey before they leave the meeting today. The Provost made a statement that perhaps there was a better way to get this information since the senators had not had a chance to discuss this with colleagues. Chairperson Rigsby stated that this was for informational purposes only to see if faculty were on the same track and a more formal information gathering system could be used later.

She also discussed the on-line catalog. As previously mentioned above, there is no deadline. Once approved through the appropriate processes, new courses and changes will go into the on-line catalog as soon as possible. All catalogs will be archived to keep track of what catalog a student came in on.

Chairperson Rigsby asked the senate to try to attend the forums on the changes being proposed to Appendix D. The document will be brought to the senate at the February meeting. For the purpose

Of this discussion, please focus only on those areas in which changes are occurring as not all areas have been changed. Other changes will come in the future, as this is an ever-evolving process.

In relation to textbooks, the Student Scholarships, Fellowships, and Financial Aid Committee has stated its support of the Student Government Association's resolution on textbooks. A letter of support was forwarded to Wanda Scarborough, Director of Student Stores.

In relation to baseball parking and the Frisbee Golf field, a win-win solution has been reached through the diligent work of the Ad Hoc Greenspace Committee and Athletics. There will be no parking on the Frisbee Golf field (on the corner of Charles and Greenville Blvd), but alternative parking will be provided in areas close to the baseball field. In addition, space for students (similar to, but separate from the "Williams Jungle") will be provided adjacent to the baseball diamond. Rigsby noted that she viewed this as an excellent example of win-win compromise that can come out of our collaborative process and applauded the Faculty Senate for its support of the process and the Ad Hoc Greenspace committee.

Wolfe (Anthropology) noted that in reference to the University catalogs, to ask faculty to make sure that the new course proposal form is correct in course title and description is reasonable. However, to ask faculty to create copy-edited, camera-ready copy for all of the places/pages that the course might appear in the undergraduate catalog is not appropriate for faculty at a research university. The old system of turning in photocopied catalog pages with arrows indicating where the course is to appear in the catalog and then a secretary creating catalog copy worked well. The secretary would not now have to retype the information on the course for the catalog copy because it would be in digital form from the new course proposal. She noted that faculty now have to make up whole new course proposals to unbank a course, change a course number, make slight changes in a course title, etc. A memo is all that should be required. To ask for more is a big waste of faculty time. To make minor changes to a program where there was an error in the catalog should only call for a memo and not the whole curriculum change process. My hope is that we can minimize the secretarial work required of faculty. The job of the University Curriculum Committee is to judge the academic quality of the courses. Finding someone to take care of producing the undergraduate catalog is the job of Academic Affairs. Faculty should turn in a well-written course proposal and a photocopy of the catalog with arrows indicating where the program/new courses are to be added. This procedure worked well for years.

Chair Rigsby noted that these issues continued to be of concern for many faculty members on and off the committee. She noted that she was pleased that both Provost Smith and Interim Associate Vice Chancellor Griffin were present to hear the discussion. She also noted that there have been many improvements in the process recently and thanked Interim VC Griffin for her help with these issues. Several more procedural changes are still needed and the University Curriculum Committee, in cooperation with Academic Affairs, is continuing work to improve the process.

F. Brief Moment in History

Henry Ferrell (History) provided some history of ECU in relation to the past student government association.

G. 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.

Glascoff (Health and Human Performance) asked Provost Smith why fixed term faculty were not asked to serve on the Academic Council's Task Force on Fixed Term Appointments. Provost Smith stated he is looking for those with experience. He stated that the Committee needs to fashion some way to hear fixed-term faculty and be protective of them at the same time. There was a lot of support for this inclusion, when Provost Smith asked by a show of hands how many Senators supported the inclusion of fixed term faculty on the task force. Given (Foreign Languages and Literatures) asked that Provost Smith please allow fixed term faculty to decide for themselves if they wish to serve on the new Task Force.

Wang (Geography) asked if Provost Smith would consider a campus-wide University minimum pay raise for promotions. The Provost stated that it was difficult to find one size to fit all and that discussions will continue.

Willson (Medicine) stated that the School of Medicine has a high percentage of clinical faculty that are not on tenure-track. He then asked Vice Chancellor Lewis if this was different from the rest of campus and if so why. Dr. Lewis stated that there are differences within Health Sciences and many do not wish to be tenure track.

Fabrizi (Technology and Computer Science) stated that ECU was awarded funds to develop a Rave/Cave Virtual Reality System and wondered why it now no longer exists. A decision was made to give the system to Duke. The Deans were to inform the faculty if its decision.

Wilson (Sociology) stated that the virtual course catalog was hard to search and should be made more user-friendly. He asked if faculty would be educated on how to use the online catalog. Chairperson Rigsby stated she was not aware of any workshop at this time but reiterated that we must continue to work to make the catalog more user friendly. She agreed that some form of education for faculty advisors was a good idea.

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

Ellen Arnold (English), Co-Chair of the Committee, presented the curriculum matters contained in the minutes of the December 8, 2005, and January 12, 2006, Committee meetings. There was no discussion and the curriculum matters were approved as presented. **RESOLUTION #06-01**

B. Committee on Committees

Henry Ferrell (History), Chair of the Committee, first presented the nominees for one delegate and one alternate to the UNC Faculty Assembly Delegation. The following (noted in **bold** print) were elected to serve as the University's Delegation with terms expiring in 2009.

UNC Faculty Assembly Delegates

Ballot 1 2 3

Charles Boklage	Medicine	10	9	3
Connie Ciesielski	Technology and Computer Science	12	16	5
Gregg Givens	Allied Health Sciences	9	2	1
David Rosenthal	Business	3	--	--
Ralph Scott	Academic Library Services	5	--	--
Ken Wilson	Sociology	12	22	39

UNC Faculty Assembly Delegates

Ballot 1 2

Charles Boklage	Medicine	13	5
Connie Ciesielski	Technology and Computer Science	27	39
Gregg Givens	Allied Health Sciences	5	2
David Rosenthal	Business	2	1

Professor Ferrell then presented the second reading of the proposed new University Environment Committee charge. There was no discussion and the proposed new standing Academic Committee was approved as presented. **RESOLUTION #06-02**

C. Educational Policies and Planning Committee

Dale Knickerbocker (Foreign Languages and Literatures), Chair of the Committee, presented several items of business for information only. Those included: request to change name from BSBA in Management Accounting to BSBA in Accounting, request to establish a Bioprocess Manufacturing concentration in the BS Industrial Technology degree program, request to establish a MS in Software Engineering, notice of Intent to Plan a BA degree program in African-American/Black Studies, and request to change the BS degrees in Special Education. There was no discussion on this committee report.

D. Faculty Welfare Committee

Bill Sugar (Education), Chair of the Committee, presented a resolution on health insurance. Long (History) asked who administers the current healthcare plan and who makes the decisions on coverage. John Toller (Associate Vice Chancellor for Human Resources) noted that the legislature oversees the current plan.

Glascoff (Health and Human Performance) noted that employees with low salaries were also included in this plan and that the current healthcare plan places a burden on them. Willson (Medicine) stated that he supported the resolution and that those who oversee the plan should consider eliminating the co-pay required for University employees when seeing ECU physicians.

Following discussion, the proposed resolution on health insurance was approved as presented. **RESOLUTION #06-03**

University Athletics Committee

Mark Taggart (Music) presented a resolution on practical measures to reduce the class days missed due to athletic competition. There was no discussion and the proposed resolution was approved as presented. **RESOLUTION #06-04**

F. Admission and Retention Policies Committee

Larry Seese (Business) presented a proposed revision to the *ECU Undergraduate Catalog*, Section 5. Academic Regulations, relating to Class Attendance and Participation Regulations. Following a brief discussion, the proposed revision to the catalog was approved as presented. **RESOLUTION #06-05**

Agenda Item VI. New Business

There was no new business to come before the Faculty Senate at this time. The meeting adjourned at 4:50 p.m.

Respectfully submitted,

Christine Zoller
Secretary of the Faculty
Department of English

Lori Lee
Administrative Officer
Faculty Senate office

FACULTY SENATE RESOLUTIONS APPROVED AT THE JANUARY 31, 2006, MEETING

06-01 Curriculum matters contained in the minutes of the December 8, 2005, and January 12, 2006, Committee meetings.

Disposition: Chancellor

06-02 New Academic University Environment Committee.

Disposition: Chancellor

06-03 Health Insurance.

Whereas, North Carolina's state health plan compares poorly with many universities' health plans across the country; and

Whereas, North Carolina state health plan's current management process is cumbersome and unresponsive; and

Whereas, an affordable and effective health plan is one of the primary incentives for recruiting and retaining current faculty and staff members; and

Whereas, an affordable and effective health plan should promote health and wellness for its members; and

Whereas, the cost of health insurance coverage continues to increase without increasing benefits for its members, thereby decreasing the affordability and dollar value of this coverage; and

Whereas, the existing system does not provide incentives to East Carolina University faculty and staff members to better utilize its regional medical resources (e.g., ECU Physicians) for their health needs; and

Whereas, 158 East Carolina University faculty and staff members have opted out of the university's *free* coverage because of the current plan's costly deductible and limited coverage.

Therefore Be It Resolved that, the Faculty Senate strongly recommends that Chancellor Ballard request University of North Carolina President Bowles make an affordable and effective health plan a top priority on his North Carolina state legislative agenda; and

Therefore Be It Further Resolved that the Faculty Senate strongly recommends that Chancellor Ballard contact University of North Carolina President Bowles to emphasize the need to implement the pilot study of more effective health coverage for University of North Carolina employees.

Disposition: Chancellor

06-04 Practical measures to reduce the class days missed due to athletic competition. Whereas, the Conference USA Mission states that the conference is to: (1) support the primary education mission of member institutions and (2) protect and promote the welfare of student-athletes. (p 129)

Whereas, the Conference USA Guiding Principles state that the conference "places its highest value upon high academic achievement. The student first, the athlete second."

Whereas, Conference USA institutions are so geographically dispersed that travel to competitions within the conference may negatively impact the student-athlete's academic performance.

Whereas, the 2005 Conference USA Women's Soccer Championship required the East Carolina University student athletes to be absent from classes for an entire week during the middle of the academic semester.

Whereas, the student athletes competing on the ECU men's basketball missed an average of 14 class days due to CUSA games during the 2001 to 2004 seasons.

Whereas, the student athletes competing on the ECU volleyball missed an average of 8 class days due to CUSA games during the 2001 to 2004 seasons.

Therefore, Be It Resolved that the East Carolina Faculty Senate requests that the Athletic Director and Chancellor work with other Conference USA members to take all practical measures to reduce the class days missed due to athletic competition. These measures should include but not be limited to:

- The timely completion of a study that applies standardized measures to determine the extent of the problem across the conference.
- Establishing specific policies resulting in a 25% reduction in missed class days over a two-year period.
- Eliminating scheduling of mid-week conference contests whenever practical.
- Creating conference tournament schedules that do not conflict with the primary academic mission of the conference members.

Disposition: Chancellor

06-05 Revision to the *ECU Undergraduate Catalog*, Section 5. Academic Regulations, relating to Class Attendance and Participation Regulations.

Disposition: Chancellor