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**East Carolina University
FACULTY SENATE
FULL MINUTES OF MARCH 27, 2012**

The seventh regular meeting of the 2011-2012 Faculty Senate was held on Tuesday, March 27, 2012, in the Mendenhall Student Center Great Room.

Agenda Item I. Call to Order

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

Agenda Item II. Approval of Minutes

The minutes of February 21, 2012 were approved as presented.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Stiller (Biology), Romack (Chemistry), Russell (Health Sciences Library), Shlapentokh (Mathematics), and Morehead (Faculty Assembly Delegate/Chemistry).

Alternates present were: Professors Dobbs for Terrian (Medicine) and Paynter for Lounsbery (Political Science).

B. Announcement

Academic Committee Chairs are reminded that Committee Annual Reports are due in the Faculty Senate office by May 1, 2012.

C. Steve Ballard, Chancellor

Chancellor Ballard began his report by talking about the work of the PPC committee. He thanked everyone who was in the special called meeting last week for a great discussion stating that he thought that was the best discussion he had ever heard for that kind of topic. He said that reorganization is certainly one of the most difficult topics that a University has to face, but the Senators addressed this issue with substance and grace, and the Chancellor stated that he found the discussion to be very educational. He assured the Senators that it does make a difference when we have those kinds of discussions and forums.

The Chancellor said that the question of time frames for making changes came up last week and there are no guarantees, but he said that he thought Phase 1 would be approved shortly after our board of Trustees Meeting, which is April 19-20, and that the upper administration would make decisions on parts of Phase 1 sometime between then and the first of May. The Chancellor concluded that he thought that Phase 1 has been vetted very carefully and it looks like it is fairly complete.

Phase 2 deserves a lot of attention and the Chancellor stated that his plan is to get feedback on this level of reorganization from the Board of Trustees and he reminded the Senators that the Trustees are very interested in that process. Also, the Chancellor stated that he would be speaking to the Board of Governors on April 12. ECU is one of two Universities (with NCSU), who have been asked to present their academic consolidation process. UNC Greensboro and NC Central have initiated reorganization plans that are related to the kinds of questions that have been explored by the PPC as well and have reported to the Board of Governors previously. The Chancellor stated that he expected to get feedback about the process that has been used at

● ECU at that time. He stated that during the summer he will continue to get feedback and to evaluate different alternatives and that he hoped to have reached some preliminary conclusions by mid or late August about what Phase 2. These preliminary conclusions will be presented to the Senate and maybe to the faculty at fall convocation. Final decisions on the consolidation should not be expected until mid-fall, perhaps sometime around the October 1. All that could change, the Chancellor reported, if our budget consequences get worse than we anticipate. So the state budget process and the budget proposal by General Administration could affect that timetable for making decisions on consolidation and reorganization as well.

One of the things the Chancellor recounted that he gets paid to do, at least as he said that he defined his job it is to worry about the worst case scenarios and certainly, he reported, one has to do that in the budget times we are experiencing. Jim Collin's new book calls this propensity "productive paranoia," and it makes it sound pretty good that you have to do these kinds of things or that there's some organizational value to budget trauma. It is not beyond reasonable expectations to think that ECU would have to absorb a two to three percent cut every year for the next five or six years. The Chancellor stated that he did not think would happen, but there are many forces that could come together to make that happen. The two that are the most worrisome are the political assumptions that are being made about the University of North Carolina System by the legislature in North Carolina and, secondly, the federal budget deficit and the pressures that the federal debt is going to place on every state government. So, if we were to get that 2 percent cut this is about \$5 million a year in reduced funding, 3 percent reductions amount to about \$ 7.5 million, and so over a five year period we could under the worst case scenario lose \$25 to \$50 million dollars. There is no way to predict the exact numbers at this time and much of the equation depends on economic growth. We have to, the Chancellor concluded, consider comparing things like consolidation to other bad alternatives like loss of faculty positions, loss of academic programs, and greatly reduced services, and vertical program elimination. What that means is that we have to keep thinking about what is the best way through these very, very different times. Certainly, the 2006-2007, early 2008 state budgets do not look like they are going to return in the short term. I think all Chancellors have to be evaluating these factors as we think about ways to make these budget cuts.

Questions have also been raised about the agendas for various committees at UNC General Administration that could affect ECU. First, budget and consolidation will be the main topics at the Board of Governors, April 12th and 13th. Tuition and financial aid will remain a major topic and this board, as I've said previously, has different views on financial aid than in the past. The Chancellor stated that he was quite worried about those different views and that he did not know how these views would set future policy. He anticipated that will take most of the summer before it is clear how the Board of Governors will restrict financial aid or will decide not restrict it. There will also be a new state relations framework. Anita Watkins, has done great work for higher education in the state legislature, will be stepping down from that post as lobbyist and taking another position. The Chancellor concluded that ECU is probably lucky that this is the second year of the biennium and not the first year. There should also be an announcement soon about a new Vice President of Research at UNC GA.

● On April 19th and 20th, the ECU Board of Trustees will meet and will receive another update on the PPC process. In that meeting, our tenure and promotion recommendations will go forward to the Board. During that time, the Chancellor stated that he did not expect problems or issues

with that, but he stated that one never knows. He stated that he also thinks there will be a discussion of the process for establishing a School of Public Health, which has been in our response to the UNC Tomorrow strategic plan, since it was revised in 2007. Finally there will be an important agenda item about acquiring land for the dental clinics which is one of the most significant things ECU has done for state oral health needs in a long time. This always generates some interest from the Board of Trustees.

The Chancellor also mentioned attachment #17 of the FS agenda: *The Resolution on Student Athlete Travel*. He thanked Stacy Altman and members of the committee who drafted this resolution and stated that he strongly supported this resolution or perhaps the addition of minor modifications to make the language even stronger. The Chancellor stated that he appreciated the faculty emphasizing the importance of student athletes staying home as much as possible given the way intercollegiate athletics works today. He also stated that it is absolutely against the interests of public education to let commercial entities like ESPN dictate the football schedules and therefore, dictate the travel schedules and the class time available to our student athletes. The Chancellor concluded that the resolution on athletes' travel is worth consideration.

The Chancellor concluded his remarks by stating that an announcement will be sent to the ECU community on political activities. He stated that political activity in the workplace is tightly regulated in a number of ways in the state of North Carolina, and ECU must ensure that state laws are implemented. Basically this means that if you are an employee of this institution or any state agency you cannot engage in any political activities for any candidate or any issue during working hours, or use any ECU resources to support any political candidate or any political issue that's coming up on the ballot. The state legislators are very concerned about his issue and the ECU administration is going to be extraordinarily careful in this election season that we do everything we can to abide by state laws.

Professor Rigsby (Geological Sciences) asked for information about the Performance Funding Model. She noted that the University needed to pay attention to what was actually being measured and that quality was not being reflected in the quantitative measures that were being discussed at this time.

The Chancellor agreed with Dr. Rigsby and stated that he did not like any of the current indicators since they do not measure quality. Chancellor Ballard stated that he does not think they measure what happens in an institution. Having said that, Chancellor Ballard continued, this performance based system has been evolving – as you probably know - for the past six years. Erskine Bowles started it. I think he had 2 or 3 measures in his calculation. I think the current effort is an attempt to improve on these 2 or 3 measures and expand them so they are more comprehensive. The trouble with those measures is that the premise is that one size fits all. So all the universities in the state are being compared on the basis of retention or graduation rates. They do not measure our mission. They really do not describe what happens in your department or in terms of student learning. And yet legislators and other entities get very, very insistent that the Universities be held more accountable. You just have to read the federal register to see that accountability trend getting more and more onerous and micro-managing more in evidence. This is an example of that. Now, in addition to the old funding formula, usually attributed to Molly Broad, is under scathing criticism in the legislature, so I think this measurement method is going to be thrown out. It is in our interest to find something that is

a reasonable way to fund enrollment growth and to fund our institutions without starting all over again. So, I think the Faculty Senate, the UNC Faculty Assembly and the Vice Chancellors, who are most directly involved, can play an important role in evolving these standards. He stated that that he hopes that everybody pays attention to what action is being measured there. There is this almost inevitable tendency to only look at those things for which there is data available and that is part of the problem that we're facing.

Chair Walker thanked the Chancellor for his remarks and support of the faculty.

D. Deirdre Mageean, Vice Chancellor for Research and Graduate Studies

Vice Chancellor Mageean stated that she appreciated the opportunity to address the members of the Faculty Senate and that she had been asked to address four different areas. First of all, she mentioned that hopefully the Senators had noticed on their way in to the meeting room that we are in the midst of our Research and Creative Achievement week. In fact, Research and Creative Achievement has been extended to a week and a half. The effort has kept growing at a pace where it might even continue into the next week. The highlights of some of that are the awarding of Lifetime Achievement and Five Year Achievement awards to the faculty and this year we are delighted to offer Dr. Walter Pories, Professor of Surgery at the Brody School of Medicine, and Dr. Jamie Cruz, Professor of Economics, as the Lifetime Achievement award winners. Dr. Craig Landry from Economics and Dr. Judy Zang from the Department of Criminal Instruction our Five Year Achievement award winners. They have or will be giving their presentations. The graduate students are presenting their posters today. Tomorrow the undergraduate students will have their research day. VC Mageean encouraged the Senators to observe the great swath of diverse research and creative works being produced by our students and our faculty, and in particular be there in support of your faculty when giving their talks. There are over 200 presentations going on including oral presentations, poster presentations, and visual displays, literally every kind that is possible to display in Mendenhall. She stated that it really is quite an amazing testimony to the amount of work that's going on by our faculty and students. Finally, Vice Chancellor Mageean thanked the faculty that are doing that work that is displayed and those who are very ably mentoring students. She stated that one thing ECU should be particularly proud of is the amount of undergraduate research going on in this institution, which is really quite significant, is getting better all the time, and is the hallmark of a vibrant undergraduate experience. The students coming to East Carolina University often come from small communities and perhaps not the best public schools, or perhaps they didn't receive some of the best educational opportunities, and they're not necessarily scoring way up there on their SATs. Vice Chancellor Mageean continued that when they come here and they meet good professors and they get involved in research and undergraduate research, sometimes that just lights a fire them and it really makes their learning so much more active and meaningful. These programs also increase retention and which leads many students to very significant and wise career choices. The mentoring of the faculty really makes a big difference in the lives of these students.

VC Mageean said that she been asked to talk about some of the things that are going on in the Division of Research and Graduate Studies and particularly the relationship to the PPC Process. She reported that the centers and institutes were not subject to the same review process as the departments, but that she had actually requested that all the centers go through a very similar kind of process. These centers and institutes have been involved in discussions

about potential consolidations, cost savings, and reorganization. Those of you who have been attentive to the PPC deliberations and the scenarios that have been mentioned have noticed potential consolidations of two or three of the existing centers into one center related to coastal management is being discussed and that once center will, in fact, be moving gradually over to health sciences (Please condense this last sentence into passive voice – awkward). VC Mageean said that she felt it was appropriate to do that simultaneous with the reviews and discussions about departments.

Related to the PPC analysis is the whole question of support for research, but in particular for graduate studies. And we all know that those two are so intimately linked that you can never really separate those two activities. You can not have good research without good graduate students, and you do not have good graduate students without good research and scholarship. The graduate school budget, of course, has been subject to cuts. One big question has asked recently is, "What do you do with that money you still have?" And to that end, the Graduate School has been looking very carefully at the allocation and assignment of graduate assistantships and how to best support the teaching and research and scholarship mission of the University. A task force, chaired by Dean Steve Thomas, was set up to discuss these issues.. There have been many discussions in the Graduate School, and the Graduate Council. Dr. Gemperline has been working and continues to work with the Deans and Directors about this process. Research and Graduate Studies is following PPC recommendations because it seems to make sense that the allocation of those resources would be in tandem with what happens with the conclusions of the PPC report. Dr. Gemperline has laid out a careful and deliberate funding process. The graduate directors and deans have already been informed and Dr. Gemperline will be looking at the priorities given for the graduate assistantship funding in the 2013 – 2014 academic year. I want to stress that there are no immediate changes for the coming year, but these will be for the academic years 2013-2014 and 2014-2015 and will be based on priority ranking of the programs and adjusted to account for the programs' quality. So the priorities as outlined at the moment for allocation of assistance-ship funds will be:

- First, full time students in PhD programs. That is for all those programs that are given assistance-ship in state tuition rates and health insurance.
- Priority number two will be new graduate programs with phased increases according to five year plans
- Third priority will be to full time students in on-campus, research intensive, masters and clinical doctoral programs.
- Fourth, special projects to stimulate innovative graduate research.
- Fifth to development and enhancement, and
- Sixth to ensure the programs have a minimum level of funding necessary to remain viable and to meet the UNC-GA productivity levels.

VC Mageean also mentioned that health insurance coverage will be changing for those students who are not in Ph. D. programs. ECU has found that to be absolutely necessary along with in-state tuitions and good stipends to attract quality PhD students. And ECU has been participating in a health insurance scheme as have all the graduate student programs in the system with Pearce & Pearce. Unfortunately, that particular company lost money on the insurance of PhD students since graduate students actually use these insurance policies and file claims. The insurance company is now recommending that there's a change in many of the conditions to the health insurance program. The most disturbing of which is that they proposed

to age band on the premiums; therefore, as one gets older they will be asked to pay more. VC Mageean stated that she found this rather disturbing because the rates that are associated with the new recommendation, particularly as you move up the higher age bands, actually make it impossible to cover the health insurance cost of the doctoral programs. The good news, she reported, is that the graduate Deans are up in arms about this. Yesterday, the Deans sent a letter to President Ross and Dr. Ortega strongly opposing this change in coverage. Clearly, graduate students were not immune to the whole issue of rising health care and insurance costs.

Finally, VC Mageean stated that she wanted to thank the members of Faculty Governance Committee and the Faculty Senate who worked on Part VII – Research Information and the changes to Part VII and, earlier with Appendix F. Part VII is highly complex and detailed and must comply with many federal regulations.

Professor Novick (Medicine) asked about the funding of graduate assistantships and the splitting of assistantship funding between two different departments. He also noted the overall allocation of assistantships among both the East and West campuses did not seem balanced. He expressed understanding of the criteria and priority given to certain units and wanted to know if in the future the unlevel funding would be addressed. VC Mageean spoke against splitting a full graduate assistantship among two or three students because it did not help recruit graduate students. Professor Novick asked why then was it not stopped. VC Mageean replied that some administrators within units that split assistantships within their programs were in units with high course loads. Dean Gemperline also stated that he strongly discourages splitting the assistantship funding but found that some students requested a reduced assistantship in order to be more successful in their coursework. He reminded faculty that the splitting of money should only be done when and if the graduate student asked.

VC Mageean stated that she tries to treat the University as one, and all units the same, but understands the perception of an imbalance of the assistantship funding between East and West campus. She noted that the concentration in doctoral programs and the maturity of those on West campus were funded differently and was actually using them as a model.

VC Mageean also took a moment to thank the Faculty Senate for their efforts as this is her last time to address the body. She stated that she had enjoyed her work with the faculty and has supported faculty at ECU for many years. She recognizes and appreciates the hard work of the faculty involved in the various research activities within the University and will miss everyone when she leaves at the end of the academic year.

Professor Walker thanked Vice Chancellor Mageean for her report and for all she has done for ECU faculty, especially in her support and advocacy for their research and engagement.

E. Marianna Walker, Chair of the Faculty

Professor Walker (Allied Health Sciences) provided the following remarks to the Faculty Senate.

“Business as usual”

- Last week the Faculty Senate engaged in discussion as a body in response to the White paper on Potential University Reorganization. I would like to express my gratitude to the senators for your response and facilitation of discussion within your colleges and

departments. Your well-written statements and your representation of your faculty was an example of your responsibility to the faculty in your units. I was pleased in the senate discourse and appreciative of the honesty and accountability of the senate in representing the general university faculty. I'm sure your faculty appreciate your representation of their views as well. I appreciate having the Chancellor present at the special called meeting last week, to hear and engage in discussion with the faculty. In addition, the Academic Council, also senate members, were present and engaged in collaboration discourse. Ron Mitchelson's report provided valuable context and background for this white paper, and the majority of the committee was present to hear the faculty's voice. Thanks to all of you for a well-attended senate meeting.

Today, we will hear from the Graduate Council and many committees. As you are aware, the committees bring business before this body after many hours, weeks, and months of discussion, collaboration, writing, editing, and researching. So, it is important to listen to these reports, keeping this in mind, and thoughtfully consider the purpose of these recommendations, discuss issues that affect approval, and to consider the entire university faculty in these matters. It is important to reach consensus through our discussion and to complete the business of the 2011-2012 Faculty Senate by the last regular meeting on April 17. Today we will address Part VII- Research Information, the proposed Patent policy, Appendix L – Unit Code organization and guidelines, and the Grievance Board procedures. Also, we will consider a revised timeline for approval of new academic programs, based on changes to the UNC GA process, considerations to the newly proposed SPOTS (Student Perception of Teaching Survey) and revisions to the grade appeal, grade replacement and readmission under the forgiveness policy based (based on the +/- grading system which begins in 2012-2013).

Most likely this will be the longer of the next two senate meetings and we really need the senators to stay for the duration of the meeting, if possible, in order to complete Senate business before losing a quorum. Thank you in advance for your consideration of all of these issues today.”

No questions were posed to Chair Walker at this time.

F. Approval of Spring 2012 Graduation Roster

Professor David White (Technology and Computer Science) moved approval of the Spring 2012 Graduation Roster, including honors program graduates, subject to the complete of degree requirements. There was no objection and the graduation roster was approved as presented.

RESOLUTION #12-30

G. Mark Sprague, Faculty Assembly Delegate

Professor Sprague provided an overview of the written report linked on the March 23, 2012, meeting of the Faculty Assembly Meeting.

Professor Fitzgerald (Medicine) stated that suggesting doctoral students should waive the healthcare coverage in order to save the State money in his opinion was not a good idea and he felt strongly that student healthcare coverage should be left in place.

I. Question Period

Professor Ross (Allied Health Sciences) stated that he had distributed ECU's Statement of Revenues, Expenses, and Changes in Net Assets that he had compiled from various university documents he found online.

Professor Roper (Medicine) asked, in reference to the financial report left at her seat, about the non-operating revenues and loss of 1.5 million dollars in 2010 and what caused this loss of money. Chancellor Ballard and others were not familiar with the financial report (provided by Professor Ross) and did not know an immediate answer to the loss of funds. It was suggested that VC Rick Niswander be asked about this item.

Agenda Item IV. Unfinished Business

University Budget Committee

Professor Fraley (Communication), Chair of the Committee presented a Report on University Budget that was intended for the February 21 Senate meeting. He stressed that faculty were indeed involved in budget deliberations and that VC Niswander and others in his office were very helpful and working closely with the committee to address any concerns. Professor Fraley referenced information distributed to the Faculty Senators on the Permanent State Funding by Division. He stated that there was a difference between funding organization and home organization as the money follows where the actual employee is working, i.e. faculty holding tenure in one academic unit yet doing their actual work in another unit. The money would be in the actual working unit. He noted that this information was a starting point and related to the work of the PPC. Additional information would be provided at a later date following the scenarios distributed via PPC on March 30.

Professor Sprague (Physics) asked if salary numbers included benefits, stating if we eliminate positions to save money, do we get the benefits savings in addition to the salary money. Professor Fraley responded yes, although benefits did not move with the unit only the salary.

Agenda Item V. Report of Graduate Council and Committees

A. Graduate Council

Professor Terry West (Biology), Chair of the Graduate Council, presented curriculum and academic matters contained in the Graduate Curriculum Committee meeting minutes of February 15, 2012 which include curricular actions within the College of Nursing and Department of Geological Sciences.

There was no discussion and the curriculum and academic matters contained in the Graduate Curriculum Committee meeting minutes of February 15, 2012 which include curricular actions within the College of Nursing and Department of Geological Sciences were accepted as formal faculty advice to the Chancellor. **RESOLUTION #12-31**

B. University Curriculum Committee

Professor Donna Kain (English), Chair of the Committee, presented curriculum and academic matters contained in meeting minutes of February 9, 2012 and February 23, 2012 which include curricular actions within Colleges of Allied Health Sciences, Health and Human Performance,

Education, School of Theatre and Dance, and Departments of Mathematics, Anthropology, and Interior Design and Merchandising.

There was no discussion and the curriculum and academic matters contained in meeting minutes of February 9, 2012 and February 23, 2012 which include curricular actions within Colleges of Allied Health Sciences, Health and Human Performance, Education, School of Theatre and Dance, and Departments of Mathematics, Anthropology, and Interior Design and Merchandising were approved as presented. **RESOLUTION #12-32**

C. Writing Across the Curriculum Committee

Professor Michelle Eble (English), ex-officio member of the Committee, presented curriculum matters contained in the meeting minutes of February 13, 2012 and March 12, 2012 which relate to writing intensive designation (WI).

There was no discussion and the curriculum matters contained in the meeting minutes of February 13, 2012 and March 12, 2012 which relate to writing intensive designation (WI) were approved as presented. **RESOLUTION #12-33**

D. Foundations Curriculum and Instructional Effectiveness Committee

Mike Brown (Psychology), a member of the Committee, presented first approval of several courses for Humanities Foundation Curriculum Course credit, including CLAS 3300, CLAS 3400, CLAS 3405. He then presented two courses for Social Science Foundation Curriculum Course credit, including HIST 3680 and ANTH 1001.

There was no discussion and the Foundation credit was approved as presented. **RESOLUTION #12-34**

Professor Brown then presented the request of Removal of Foundation Curriculum Course Credit for several courses, including GEOG 4325, GEOG 4330, and GEOG 4335 and Removal of Foundation Curriculum Course Credit for several courses, including PSYC 4335, PSYC 4375, PSYC 3310, PSYC 3311, PSYC 3225, PSYC 3226, and PSYC 2250.

Professor Roberts (Philosophy) asked why this was removal of foundation courses was occurring. Professor Brown replied that all units requesting removal of foundation credit were 4000-level courses and the College of Arts and Sciences had asked units to look at these courses and consider removing the credit.

Professor Sprague (Physics) asked if the foundation credit removal was initiated by the academic units. Professor Brown responded yes, there was a formal process for this activity.

Following a brief discussion, the Removal of Foundation Curriculum Course Credit for GEOG 4325, GEOG 4330, and GEOG 4335 and Removal of Foundation Curriculum Course Credit for PSYC 4335, PSYC 4375, PSYC 3310, PSYC 3311, PSYC 3225, PSYC 3226, and PSYC 2250 were approved as presented. **RESOLUTION #12-35**

Professor Brown then presented recommendations to Increase Response Rate to Student Perception of Teaching Survey and stated that the proposals before the senate would be an improvement.

Professor Popke (Geography) asked if the Committee considered adding the SPOTS activities to the University calendars. Professor Brown expressed a desire to do that and the body agreed to accept this as an editorial revision to the recommendations.

Professor Rigsby (Geological Science) stated item #3 was reasonable, but asked if faculty would now need to discuss all of this in every class. Although the concept was good, once it became a regulation, courses could suffer. Professor Brown replied that faculty have the responsibility to discuss this important activity with the students and that the recommendations were not being presented as a new policy.

Following discussion, the recommendations to Increase Response Rate to Student Perception of Teaching Survey were approved as editorially revised. **RESOLUTION #12-36**

E. Faculty Governance Committee

Professor George Bailey (Philosophy), Chair of the Committee, presented first the proposed revisions to the *ECU Faculty Manual*, Part V. Academic Information, Section I.H. Faculty Load.

There was no discussion and the proposed revisions to the *ECU Faculty Manual*, Part V. Academic Information, Section I.H. Faculty Load were approved as presented. **RESOLUTION #12-37**

Professor Bailey then presented a proposed new section to the *ECU Faculty Manual*, Part V. Academic Information, Section I. Use of Copyrighted Works.

Professor Reynolds (Academic Library Services) stated that ECU already had a copyright policy in place and wondered why it was not referenced in the proposed text. Chair Walker stated that, when asked, she had not yet received anything from the copyright office. She suggested if anything was ever provided to the Committee in reference to this, the text in the manual could be revised.

Following a brief discussion, the proposed new section to the *ECU Faculty Manual*, Part V. Academic Information, Section I. Use of Copyrighted Works was approved as presented. **RESOLUTION #12-38**

Professor Bailey then presented proposed revisions to the *ECU Faculty Manual*, Part VII. Research Information. There was no discussion and the proposed revisions to the *ECU Faculty Manual*, Part VII. Research Information was approved as presented. **RESOLUTION #12-39**

Professor Bailey then presented proposed revisions to the *ECU Faculty Manual*, Appendix L. ECU Code.

Professor Anderson (Education) thanked the Committee for their efforts and willingness to accept suggested changes from the Unit Code Screening Committee. She offered one editorial change in 2-e, changing the "B" to "C".

Professor Taggart (Music) also expressed appreciation to Professor Anderson for her leadership on the Committee and their efforts to get this information correct to aid units in their efforts to review unit codes of operation.

Following the brief discussion, the proposed revisions to the *ECU Faculty Manual*, Appendix L. ECU Code were approved as editorially revised. **RESOLUTION #12-40**

Finally, Professor Bailey presented Formal Faculty Advice on Proposed ECU Patent Policy. He noted that there were no revisions being suggested to the proposed policy.

There was no discussion and the Formal Faculty Advice on a Proposed ECU Patent Policy was approved as presented. **RESOLUTION #12-41**

F. Grievance Board

Professor Gregory Lapicki (Physics), Chair of the Board, presented first the proposed revisions to the *ECU Faculty Manual*, Appendix X. Grievance procedures for complaints of unlawful or prohibited harassment, discrimination or improper relationships brought against East Carolina University faculty members or administrators holding faculty status.

Chair Walker noted that this Appellate Board had worked with Donna Payne, University Attorney for over 2 years on these appendices.

Ms. Payne stated that a timeline was being provided to aid faculty in their endeavors. Both respondent and complainant were now on equal footing in the process.

Professor Sprague (Physics) complimented the Board on the flowchart because he thought it clearly showed the process in an easy to follow diagram.

Professor Theurer (Music) made a motion to add "Director" to item F. Composition of Grievance Board as another type of administrator. Payne stated this term is not uniformly defined within the institution.

Professor Sprague (Physics) stated that unit administrators, such as the Director of Music would be included in the list of those excluded. He wondered if additional titles were really necessary.

Professor Howard (Communication) expressed his support of Professor Theurer's motion and agreed, and for the sake of clarity, the term Director should be added.

Professor Smith (Technology and Computer Science) spoke against the motion because the term Director is too vague since there were directors within the various schools and colleges.

Professor Given (Foreign Languages and Literatures) stated that within the College of Arts and Sciences there were interdisciplinary disciplines with directors, so it could cause confusion.

Professor Taggart (Music) stated that part of the confusion that lead to the problem was that the Directors in many schools and colleges do the same administrative work as Deans and Chairs. He felt that the University was again trying to support an administrative organization that allowed two different administrators authority to manage faculty activities. He expressed that thought

that the title and responsibilities of both Directors and Deans should be clarified at the Vice Chancellor/Provost level.

Professor Lapicki (Physics) suggested adding "director of professional school" as an alternative. VC Mageean replied that there were Directors within disciplines that were not coded units, so the confusion would not be resolved.

Professor Boklage (Medicine) noted that in the context of the document, a Director is a part of the coded unit.

Following the discussion, the motion to add "Director" to item F. Composition of Grievance Board as another type of administrator failed.

Following discussion, the proposed revisions to the *ECU Faculty Manual, Appendix X*. Grievance procedures for complaints of unlawful or prohibited harassment, discrimination or improper relationships brought against East Carolina University faculty members or administrators holding faculty status was approved as presented. **RESOLUTION #12-42**

Professor Lapicki then presented the proposed deletion of the *ECU Faculty Manual, Appendix J*. Informal Faculty Grievance Procedures for Grievances Involving Sex Discrimination and Other Equal Employment Opportunity Complaints.

There was no discussion and the proposed deletion of the *ECU Faculty Manual, Appendix J*. Informal Faculty Grievance Procedures for Grievances Involving Sex Discrimination and Other Equal Employment Opportunity Complaints was approved as presented. **RESOLUTION #12-43**

Professor Lapicki then presented proposed revisions to the *ECU Faculty Manual, Appendix V*. Sexual Harassment, Discrimination, and Conflicts of Interest Policies.

There was discussion and the proposed revisions to the *ECU Faculty Manual, Appendix V*. Sexual Harassment, Discrimination, and Conflicts of Interest Policies were approved as presented. **RESOLUTION #12-44**

Finally, Professor Lapicki presented the proposed deletion of the *ECU Faculty Manual, Appendix W*. Racial and Ethnic Harassment Policies.

There was no discussion and the proposed deletion of the *ECU Faculty Manual, Appendix W*. Racial and Ethnic Harassment Policies was approved as presented. **RESOLUTION #12-45**

G. Admission and Retention Policies Committee

Professor Joseph Thomas (Academic Library Services) first presented proposed revisions to the *ECU Faculty Manual, Part V*. Academic Information, Subsection I.J. Grade Appeal Policy.

There was no discussion and the proposed revisions to the *ECU Faculty Manual, Part V*. Academic Information, Subsection I.J. Grade Appeal Policy were approved as presented. **RESOLUTION #12-46**

Professor Thomas then presented proposed revisions to the *University Undergraduate Catalog*, Academic Regulations, Subsection: Grade Replacement Policy. He noted that these revisions were being proposed to go into effect Fall 2012.

Professor Perry (Anthropology) asked why a "C-" was now acceptable at ECU. Professor Thomas replied that the University's guiding standard of most courses was a grade of C. A C- is less than a 2.0 and if 2.0 is the guiding standard, ECU needs to offer the student an opportunity to change the grade, if possible.

Following brief discussion, proposed revisions to the *University Undergraduate Catalog*, Academic Regulations, Subsection: Grade Replacement Policy were approved as presented, with the revisions going into effect Fall 2012. **RESOLUTION #12-47**

Professor Thomas then presented proposed revisions to the *University Undergraduate Catalog*, Academic Regulations, Subsection: Readmission under Forgiveness Policy

There was no discussion and the proposed revisions to the *University Undergraduate Catalog*, Academic Regulations, Subsection: Readmission under Forgiveness Policy were approved as presented, with the revisions going into effect Fall 2012. **RESOLUTION #12-48**

H. Educational Policies and Planning Committee

Professor George Bailey (Philosophy), ex-officio member of the Committee, presented the curriculum and academic program matters included in the March 16, 2012 meeting minutes, including an Intent to Plan a Master of Arts in Hispanic Studies within the Department of Foreign Languages and Literatures and a Program Name Change from Rehabilitation Counseling to Rehabilitation and Career Counseling within the Department of Rehabilitation Studies in the College of Allied Health Sciences.

There was no discussion and the curriculum and academic program matters included in the March 16, 2012 meeting minutes, including an Intent to Plan a Master of Arts in Hispanic Studies within the Department of Foreign Languages and Literatures and a Program Name Change from Rehabilitation Counseling to Rehabilitation and Career Counseling within the Department of Rehabilitation Studies in the College of Allied Health Sciences were approved as presented. **RESOLUTION #12-49**

Professor Bailey then presented proposed revisions to the *ECU Faculty Manual*, Part V. Academic Information, Section III. Academic Program and Curriculum Development.

There was no discussion and the proposed revisions, to the *ECU Faculty Manual*, Part V. Academic Information, Section III. Academic Program and Curriculum Development, were approved as presented. **RESOLUTION #12-50**

I. Calendar Committee

Professor Charles Lesko (Technology and Computer Science), Chair of the Committee, first presented the proposed revisions to the Policy for Making Up Missed Class Days. He noted that approval of the proposed revisions would necessitate editorial revisions to an earlier FS

● Resolution #11-95, Formal faculty advice on proposed Adverse Weather/Conditions and Emergency Closings Regulation.

Professor Brown (Psychology) asked for ways to make up classes and noted confusion during Fall 2011, when the policy was implemented. He stated that this was really not a "make-up day" and suggested that the University make it clearer to students that they need to make up the coursework and not the actual class day or hours.

Following brief discussion, the proposed revisions to Policy for Making Up Missed Class Days, and editorial revisions to FS Resolution #11-95, were approved as presented. **RESOLUTION #12-51**

Professor Lesko then presented proposed Summer 2013 – Spring 2014 University Calendars.

Professor Christian (Business) asked if Summer 2013 was moved up in the first term since it now starts on a Monday and if so, where was the extra day in the summer session. Professor Sprague (Physics) replied that the first term of Summer 2012 had classes starting on Monday. Chair Lesko stated that he would need to look back at previous committee work and he did not have access to that at the moment. He assured the body that the calendar was formulated each year by a standard scheduling format.

● Professor Christian (Business) stated that in Summer 2011 the classes started on Tuesday. He then moved to send the Summer 2013 – Spring 2014 University Calendars back to the Committee for further review. The motion passed.

Following brief discussion, the proposed Summer 2013 – Spring 2014 University Calendars were returned to the Calendar Committee for additional review. **RESOLUTION #12-52**

J. University Athletics Committee

Professor Stacey Altman (Health and Human Performance) presented a brief report on athletics and provided a resolution on Conference-USA Student-Athlete Travel. She stated her appreciation of the opportunity to provide a brief report on the activities of the UAC and to ask for the adoption of a resolution.

This seems particularly appropriate with this week's announcement, that Nick Saban, the football coach at the University of Alabama, has regained his position as the highest paid coach in the country. Coach Saban, will likely be the highest paid employee of the university, perhaps any university, with a base salary of \$550,000 dollars and an overall salary of \$5.32 million dollars in 2013 and nearly 6 million by 2019. With stakes this high, operating an athletic program that is aligned with the mission and strategic directions of the institution and prioritizes quality educational and developmental experiences of the students it impacts, is complicated

● The Faculty Senate's UAC (University Athletic Committee) and the recently formed, ASC (Academic Success Committee) are working together to help our Athletic department with their charge and to assure that they are reminded of faculty interest/vestment in their actions. To that end, faculty on the UAC as well as faculty and staff around campus are working on reviewing the Diversity and Gender Equity Plans of the Athletic Department, the UAC regularly reviews the

academic progress of athletes and makes recommendations for improvement of the academic experience, and also provides feedback to Athletic Department Personnel regarding other operational activities such as student fee assessment, facility development and programming such as CHAMPS Life skills.

Recent positive developments in Athletics include but are not limited to:

-The construction of athletic and academic facilities that improve athlete and fan experiences as well as ensure compliance with gender equity mandates. In fact, under the leadership of Dr. Mike Felts, the Gender Equity Subcommittee efforts also led to improvements in compliance/programming in other areas of the university.

-Positive developments also include the movement of the Office of Compliance to the Office of the Chancellor and the movement of Academic Support Services for student-athletes to Enrollment Services. Both reporting structures are considered best practices in their respective areas. Increases in staff have been important and again are consistent with best practices. Of particular interest to Faculty Senate is the adoption of rules and procedures that further support academic success have also been underway. Athletics and the ASC have been particularly active in the adoption and implementation of an attendance policy and a related pilot program involving the most academically-at-risk teams. The work of Drs. Virginia Hardy, Cal Christian and David Dosser and athletic staff Nita Boyce, Nick Floyd and others has resulted in what seems to be an effective and efficient manner to monitor class attendance. All of those involved would like to encourage you to participate in providing updates on any aspect of academic progress, including attendance, via Starfish and the other means available to you. Coach McNeil and other coaches have been asked and have interacted with these committees (UAC and ASC) to establish some level of accountability and to problem solve to ensure that academic integrity is maintained.

At a time when it is widely acknowledged that there is a widening gap between the educational mission of most institutions and the national commercialized college sports industry it is important that we be reminded that we, as faculty members, are well-positioned to address that gap. The UAC welcomes questions and input regarding the topic. With that, I would like to conclude the brief report and move on to the resolution.

Coach Holland has been vocal about his concerns related to student athletic travel and while making some progress, no sustained substantive changes have been made at the conference level. As referenced in the resolution, the NCAA legislation has been adopted to address the "away-from-campus" time encountered by Men's basketball. That is important but we believe it is just as important that the athlete that is now making a "B" can be afforded the opportunity to make an "A" by having the opportunity to be in class/on campus more. Professor Altman concluded by asking for approval of the committee report and of a resolution on Conference-USA Student-Athlete Travel.

Professor Brown (Psychology) expressed his appreciation for the resolution and stated it did not suggest how the faculty and Chancellor should reduce travel and revised policy that keeps students away from campus longer either before or after athletic events. He then asked if the

resolution should be more specific on the nature of review since we want the policies and practices reviewed to address the problems with athletes' travel schedule.

Professor Sprague (Physics) spoke in favor of the resolution, stating that this was needed.

Professor Christian (Business) stated that the Committee had looked at specific language to address the current travel policies, etc. and wanted to ask ECU to take the initiative especially when expanding the conferences. He noted that specific language was hard because the policies and procedures are not managed by the University or the Athletics Department but dictated by the conferences. The resolution serves as an affirmative action to support student athletes.

Professor Preston (Education) stated that he has a track and field student in his class who was in Alabama over the weekend competing. She was unable to travel back by herself and, with the team remaining overnight, she missed Mondays' class. He thought it would be nice to have students returned to campus as soon as possible after a sports event. Students end up just wasting time waiting to return to campus. Every attempt should be made to have the students returned to campus in order to not miss classes. Students know in advance that they are missing class and he has heard their frustration.

Professor Boklage (Medicine) expressed strong favor of the resolution but was concerned about the reference to Conference USA, and asked if the conference title should be changed.

Professor Altman stated that she could not speak to this issue at this time.

Professor Brown (Psychology) moved to add in the last sentence of the resolution "in an effort to minimize the disruption of the student athletes' academic progress". The motion passed.

Following discussion, the resolution on Conference-USA Student-Athlete Travel was approved as revised. **RESOLUTION #12-53**

K. University Environment Committee

Professor Brian Glover (English) presented a survey on Environmental Sustainability Instruction at East Carolina University. This survey was presented for information only and did not require any action by the Senate at this time.

Professor Roberts (Philosophy) asked if the sustainability reference was a part of SACS? Professor Glover responded no.

Following brief discussion, the survey on Environmental Sustainability Instruction at East Carolina University was accepted as presented.

Agenda Item VI. New Business

There was no new business to come before the body at this time and the meeting adjourned at 4:55 p.m.

Respectfully submitted,

Hunt McKinnon
Secretary of the Faculty
Department of Interior Design and Merchandising

Lori Lee
Faculty Senate

FACULTY SENATE RESOLUTIONS APPROVED AT THE MARCH 27, 2012, MEETING

12-30 Approval of the Spring 2012 Graduation Roster, including honors program graduates, subject to the complete of degree requirements.

Disposition: Chancellor

12-31 Formal faculty advice on curriculum and academic matters contained in the Graduate Curriculum Committee meeting minutes of February 15, 2012 which include curricular actions within the College of Nursing and Department of Geological Sciences.

Disposition: Chancellor

12-32 Curriculum and academic matters contained in the University Curriculum Committee meeting minutes of February 9, 2012 and February 23, 2012 which include curricular actions within Colleges of Allied Health Sciences, Health and Human Performance, Education, School of Theatre and Dance, and Departments of Mathematics, Anthropology, and Interior Design and Merchandising.

Disposition: Chancellor

12-33 Curriculum matters contained in the Writing Across the Curriculum Committee meeting minutes of February 13, 2012 and March 12, 2012 which relate to writing intensive designation (WI).

Disposition: Chancellor

12-34 Humanities Foundation Curriculum Course credit for CLAS 3300, CLAS 3400, CLAS 3405 and Social Science Foundation Curriculum Course credit for HIST 3680 and ANTH 1001.

Disposition: Chancellor

12-35 Removal of Foundation Curriculum Course Credit for GEOG 4325, GEOG 4330, and GEOG 4335 and Removal of Foundation Curriculum Course Credit for PSYC 4335, PSYC 4375, PSYC 3310, PSYC 3311, PSYC 3225, PSYC 3226, and PSYC 2250.

Disposition: Chancellor

12-36 Recommendations to Increase Response Rate to Student Perception of Teaching Survey.

Disposition: Chancellor

12-37 Revisions to the *ECU Faculty Manual*, Part V. Academic Information, Section I.H. Faculty Load.

Disposition: Chancellor

12-38 New section to the *ECU Faculty Manual*, Part V. Academic Information, Section I. Use of Copyrighted Works.

Disposition: Chancellor

12-39 Revisions to the *ECU Faculty Manual*, Part VII. Research Information.

Disposition: Chancellor

12-40 Revisions to the *ECU Faculty Manual*, Appendix L. ECU Code.

Disposition: Chancellor

12-41 Formal Faculty Advice on a Proposed ECU Patent Policy.

Disposition: Chancellor

12-42 Revisions to the *ECU Faculty Manual*, Appendix X. Grievance procedures for complaints of unlawful or prohibited harassment, discrimination or improper relationships brought against East Carolina University faculty members or administrators holding faculty status.

Disposition: Chancellor

12-43 Deletion of the *ECU Faculty Manual*, Appendix J. Informal Faculty Grievance Procedures for Grievances Involving Sex Discrimination and Other Equal Employment Opportunity Complaints.

Disposition: Chancellor

12-44 Revisions to the *ECU Faculty Manual*, Appendix V. Sexual Harassment, Discrimination, and Conflicts of Interest Policies.

Disposition: Chancellor

12-45 Deletion of the *ECU Faculty Manual*, Appendix W. Racial and Ethnic Harassment Policies.

Disposition: Chancellor

12-46 Revisions to the *ECU Faculty Manual*, Part V. Academic Information, Subsection I.J. Grade Appeal Policy.

Disposition: Chancellor

12-47 Revisions to the *University Undergraduate Catalog*, Academic Regulations, Subsection: Grade Replacement Policy to go into effect Fall 2012.

Disposition: Chancellor

12-48 Revisions to the *University Undergraduate Catalog*, Academic Regulations, Subsection: Readmission under Forgiveness Policy to go into effect Fall 2012.

Disposition: Chancellor

12-49 Curriculum and academic program matters included in the March 16, 2012 Educational Policies and Planning Committee meeting minutes, including an Intent to Plan a Master of Arts in Hispanic Studies within the Department of Foreign Languages and Literatures and a Program Name Change from Rehabilitation Counseling to Rehabilitation and Career Counseling within the Department of Rehabilitation Studies in the College of Allied Health Sciences.

Disposition: Chancellor

12-50 Revisions to the *ECU Faculty Manual*, Part V. Academic Information, Section III.
Academic Program and Curriculum Development.

Disposition: Chancellor

12-51 Revisions to Policy for Making Up Missed Class Days, and editorial revisions to FS
Resolution #11-95.

Disposition: Chancellor

12-52 Proposed Summer 2013 – Spring 2014 University Calendars were returned to the
Calendar Committee for additional review.

Disposition: Calendar Committee

12-53 Resolution on Conference-USA Student-Athlete Travel.

Disposition: Chancellor