

FACULTY SENATE RESOLUTIONS APPROVED AT THE DECEMBER 3, 2013, MEETING

- ✓ 13-94 Formal faculty advice on curriculum and academic matters acted on and recorded in the October 21, 2013 and November 18, 2013 Graduate Council meeting minutes.
Disposition: Chancellor
- ✓ 13-95 Formal faculty advice on curriculum matters acted on and recorded in the October 2, 2013 and November 6, 2013 Graduate Curriculum Committee meeting minutes.
Disposition: Chancellor
- ☞ 13-96 2014-2015 Faculty Senate and Agenda Committee meeting dates, as follows:

| Agenda Committee will meet: | Faculty Senate will meet: |
|-----------------------------|---|
| September 2, 2014 | September 16, 2014 |
| September 23, 2014 | October 7, 2014 |
| October 21, 2014 | November 4, 2014 |
| November 18, 2014 | December 2, 2014 |
| January 13, 2015 | January 27, 2015 |
| February 2, 2015 | February 16, 2015 |
| March 3, 2015 | March 17, 2015 |
| March 31, 2015 | April 14, 2015 |
| | April 21, 2015 (2015/16 organizational mtg.) |

Disposition: Faculty Senate

- ✓ 13-97 Revisions to the *ECU Faculty Manual*, Part VIII, Section I.D.4. and Part XI, Section I.VI. granting emeritus status to deserving deceased faculty upon request, as follows:

(Additions are noted in **bold** print and deletions in ~~strikethrough~~.)

Propose *ECU Faculty Manual*, Part VIII, Section I.D.4. to read as follows:

"Based on criteria specified in the unit code and upon recommendation by the unit personnel committee and appropriate administrators, the Chancellor may confer the title "emeritus" or "emerita" upon a retired (**including Phased Retirement participant**), ~~or~~ permanently disabled, **or deceased** faculty member, ~~including a Phased Retirement participant~~, who has made a significant contribution to the university through a long and distinguished record of scholarship, teaching, and/or service."

Propose *ECU Faculty Manual*, Part XI, Section I.VI. to read as follows:

"Upon the recommendation of the unit personnel committee, unit head, appropriate dean, and appropriate vice chancellor, in accordance with criteria defined in the unit code, the chancellor may grant the faculty retiree emeritus status (as defined in Personnel Policies and Procedures for the Faculty, *ECU Faculty Manual*, Part VIII, Section I.) which includes **listing in Undergraduate and Graduate Catalogs**, the continuance of eligibility to

march, wearing appropriate regalia, in University commencement exercises and other University formal processions, as active faculty.”

Disposition: Chancellor

13-98 Resolution on Contingent Faculty Participation in Shared Governance, as follows:

WHEREAS, 41.8% of ECU faculty members are employed on fixed-term (contingent) contracts, according to the 2012–13 Fact Book, and

WHEREAS, in particular, the majority or near-majority of the faculty members in the College of Education (53.7%), the School of Dental Medicine (74.1%), the Brody School of Medicine (48.5%), the College of Nursing (75.2%) and the Laupus Health Sciences Library (50.0%) are employed on fixed-term contracts, and

WHEREAS, female faculty comprise a significantly higher percentage of the contingent faculty (58.4%) than of the tenured and tenure-track faculty (39.5%) and are thus underrepresented when contingent faculty are excluded, and

WHEREAS, the American Association of University Professors (AAUP), in its November 2012 policy “The Inclusion in Governance of Faculty Members Holding Contingent Appointments,” recommends, “Institutional policies should define as ‘faculty’ and include in governance bodies at all levels individuals whose appointments consist primarily of teaching or research activities conducted at a professional level. These include (1) tenured faculty, (2) tenure-track faculty, (3) full- and part-time non-tenure-track teachers, (4) graduate-student employees and postdoctoral fellows who are primarily teachers or researchers, and (5) librarians who participate substantially in the process of teaching or research,” and

WHEREAS, the AAUP, in the same policy, also recommends, “Eligibility for voting and holding office in institutional governance bodies should be the same for all faculty regardless of full- or part-time status,” and

WHEREAS, the ECU Faculty Manual’s Constitution and By-Laws open membership in the Faculty Senate to “all full-time faculty members of East Carolina University in at least their second year of appointment to the electoral unit which they will represent,” but limits membership of Appellate Committees to tenured faculty and limits membership of Faculty Senate and Academic Committees to those with the rank of instructor, assistant professor, associate professor and professor, i.e. tenured and tenure-track faculty, and

WHEREAS, ECU’s contingent faculty are therefore unrepresented in many important shared governance activities at the university, and

WHEREAS, the Faculty Welfare Committee recognizes that, while some functions such as the evaluation of tenured and tenure-track faculty ought not to be performed by contingent faculty, many contingent faculty possess full membership in the general faculty and all faculty ought to participate as fully as possible in all shared governance activities at the university,

THEREFORE, BE IT RESOLVED that the Faculty Senate instruct the Chair of the Faculty to work with the ECU administration to undertake a study of the roles and status of fixed term faculty on our campus, with a view toward possible changes to the *ECU Faculty Manual*.

BE IT FURTHER RESOLVED that the Faculty Senate instructs the Chair of the Faculty to direct the Faculty Governance Committee and Committee on Committees to bring to the Senate revisions to the Faculty Manual that integrate contingent faculty as fully as possible in the structures of shared governance, including participation in all appropriate Faculty Senate, Academic and Appellate Committees.

Disposition: Chair of the Faculty

✓ #13-99 Formal Faculty Advice on University Lactation Support Interim Regulation, as follows:

(Additions are noted in **bold** print and deletions in ~~strikethrough~~.)

1. Introduction

It is the intent of East Carolina University to be recognized as a family friendly workplace by assisting working mothers with the transition back to work following the birth of a child by providing lactation support. A lactation support program allows a nursing mother to express breast milk periodically during the work day.

2. Departmental Responsibilities

Departments within East Carolina University will provide space, privacy, and time for nursing mothers to express breast milk ~~for up to one year~~ after the birth of a child.

2.1. Information – Employees (**faculty, staff, and where relevant, students employed by the university**) shall be advised of this program at the time of application for maternity leave by the appropriate Benefits Counselor. In addition, information regarding this program will be available on appropriate websites.

2.2. Space – At an employee's request, departments will work with the employee to provide a designated private space that is not in a restroom or other common area for the expression of breast milk ~~for up to one year~~ after the birth of a child.

2.2.1. The space should have a door that can be secured or locked, adequate lighting and seating, and electrical outlets for pumping equipment.

2.2.2. To the extent practicable, the space should be in the proximity of the employees' work area and relatively close to a source of running water.

2.2.3. Supervisors are encouraged to work with employees to find appropriate locations for expression, and can contact the appropriate Benefits Counselor for assistance in locating an appropriate space.

2.3. Time – Departments may require the employee to use the regularly scheduled paid break time to express breast milk. If time is needed beyond the regularly scheduled paid break times, departments shall make reasonable efforts to allow employees to use paid leave, unpaid time, or make arrangements for a flexible work schedule for this purpose.

2.4. This policy is applicable to ECU employees only and does not require ECU to provide similar resources to members of the general public.

3. Employee Responsibility

3.1. Communication with Management – Employees who wish to participate in this program should discuss this with their supervisor prior to and/or upon return

from maternity leave. If an employee wishes, she may consult with her Benefits Counselor to facilitate this discussion. Employees should coordinate with management a mutually agreeable schedule and keep management informed of any additional needs so that appropriate coverage and accommodations can be made.

3.2. Storage - The employee will be responsible for storage of the expressed breast milk. If the expressed breast milk is stored in a University owned refrigerator, all containers must be clearly labeled with name and date.

3.3. Maintenance of Lactation Rooms – Employees will be responsible for keeping any general lactation room clean and orderly. Employees will also be responsible for their own expressing equipment, supplies, and personal belongings.

4. Benefits for the University

This program will yield positive results, such as reduced healthcare cost, reduced absenteeism, improved productivity, lower turnover, and an enhanced university image.

Disposition: Chancellor

✓ #13-100 Curriculum matters acted on and recorded in the October 10, 2013 and October 24, 2013 Committee meetings.

Disposition: Chancellor

✓ #13-101 Curriculum matters acted on and recorded in the November 11, 2013 Committee meeting minutes, including requests for writing intensive course designation for WI status for SPAN 4560: Major Latin-American Authors and NURS 4910: Nursing leadership and the healthcare system.

Disposition: Chancellor

✓ #13-102 Curriculum matters acted on and recorded in the November 12, 2013 Committee meeting minutes, including requests for service learning course designation for BUSI 2200: Leadership I: Team Building and Interpersonal Skills, HLTH 2500: Peer Health Education Training, COAD 6406: Counseling in Schools, NURS 3340/3341: Nursing Care of Children, THEA 3031: Youth Theatre II, THEA 4141: Internship in Production and Performance in Theatre for Youth II, and THEA 3032: Constructing Performance Projects in Theatre for Youth.

Disposition: Chancellor

✓ #13-103 Curriculum matters acted on and recorded in the October 21, 2013, and November 18, 2013 Committee meeting minutes, including requests for domestic diversity course designation for PSYC 2777, ENGL 4340, ENGL 3240, ENGL 3250, ENGL 3260, ENGL 3300; global diversity course designation for ENGL 2400, ENGL 3280, FORL 2520, ENGL 3290; and foundations course designation for ANTH 1200 (social science), ATMO 1300 (cross-listed with) GEOG 1300 (natural science) and FORL 2690 (humanities).

Disposition: Chancellor

✓ #13-104 Recommendations on Universal General Education Transfer Component Core Courses, including:

1. Approval of the list of universal general education transfer component core courses.

2. Approval of the recommendation that ECU develop, publish, and maintain selected four-year degree plans identifying community college courses that provide pathways leading to associate degree completion, admission into the major, and baccalaureate completion.

Note: ECU initiated this action some time ago. At least 20 ECU degree programs have bi-lateral agreements with specific community colleges that enable seamless transfer from the community college into the ECU major. The university adopted a policy that governs the creation of such agreements (Approval and Review of Bilateral Agreements, REG02.07.04). This agreement complies with SACS: Comprehensive Standard 3.4.4: Acceptance of Academic Credit and Comprehensive Standard 3.4.7: Consortial Relationships/ Contractual Agreements; Collaborative Academic Arrangements: Policy and Procedures.

3. Approval of the recommendation that the two systems will work together to maintain currency and effectiveness of the agreement.

Additional information: Revised Community College Articulation Agreement (Draft revision 10-9-13); Associate in Arts Standard Draft; Associate in Sciences Standard Draft; Transfer Course List Updated for Fall 2014

Disposition: Chancellor

- #13-105 Formal faculty advice on the Interim Regulation on Institutional Survey Administration was returned to the Research/Creative Activities Committee for further review.

Disposition: Research/Creative Activities Committee