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**EAST CAROLINA UNIVERSITY
FACULTY SENATE**

FULL MINUTES OF FEBRUARY 24, 2004

The sixth regular meeting of the 2003-2004 Faculty Senate was held on Tuesday, February 24, 2004, in the Mendenhall Student Center Great Room.

Agenda Item I. Call to Order

Catherine Rigsby, Vice Chair of the Faculty called the meeting to order at 1:00 p.m.

Agenda Item II. Approval of Minutes

The minutes of December 9, 2003, were approved as distributed.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professor Watson (English), Varner (Administrative Council Representative) and Interim Chancellor Shelton.

Alternates present were: Professors Walker for Painter (Allied Health Sciences), Eagle for Twarog (Art), Stapleton for Sugar (Education) Ciechalski for Warren (Education), Knickerbocker (Foreign Languages and Literatures), Glascoff for McGhee (Health and Human Performance), Robinson (Math), and Pokorney for Engelke (Nursing).

B. Announcements

The Chancellor has approved the following resolutions from the December 9, 2003, Faculty Senate meeting:

- 03-56 Curriculum matters contained in the minutes of the November 13, 2003, University Curriculum Committee meeting.
 - 03-58 Proposed Revisions to the Student Opinion of Instruction Survey.
 - 03-59 Revised University Athletics Committee charge.
 - 03-60 Recommendations pertaining to unit evaluations.
 - 03-61 Resolution to aid students in poverty.
 2. A listing of the 2004-2005 Research/Creative Activity and Teaching Grants awarded for this academic year was distributed to the Senators.
 3. Thanks was extended to the Faculty Senate Alternates Nancy House (Art), Tony Capehart (Biology), David Lawrence (Geology), and Sheila Tucker (Education) for serving as Tellers during the meeting.
 4. Electronic access to the Faculty Salary report (BD-119) via the Faculty Senate and University Budget Office web sites has been deleted. Beginning March 1, 2004, One Stop will include this salary information for faculty members. Please call Kelly Zimmer in the University Budget office at ext. 4182 if you have any questions.
 5. Interim Chancellor Bill Shelton will host a Faculty Senate reception in the Chancellor's residence on Tuesday, April 20, 2004, from 6:30 – 8:00 p.m. Formal invitations will be forthcoming to all Senators.
 6. Noted below is Professor Don Sexauer's website address for those of you who asked for it.
<http://www.home.earthlink.net/~sexauerd/Imagemakerspage.htm>
- The annual Teaching Awards Ceremony is scheduled for Tuesday, April 27, 2004, at 11:00 a.m. in the Mendenhall Student Center Great Room. A reception will follow immediately afterwards. Faculty awarded for their teaching achievements will be recognized at this event. All faculty are welcome to attend.

C. William Shelton, Interim Chancellor

Dr. Shelton was unable to attend the Senate meeting. He was in Raleigh making a presentation to the Chancellor Search Committee on what he perceived to be the important issues facing ECU.

D. Jim Smith, Interim Vice Chancellor for Academic Affairs

Dr. Smith discussed the Fixed Term Report. The eight recommendations made by the Task Force last year and adopted by the UNC system have not been implemented as yet. He spoke in support of the Faculty Welfare Resolution being presented at the meeting. He has already received the names of individuals who are willing to serve on the body mentioned in the resolution.

In referring to the Fixed Term data, Dr. Smith noted that in three years across the system, ECU was the lowest in the first two years. When 6-year cap was removed, ECU originally wanted to hold fixed-term appointments to 10%, but now we were at 28%. The reports on Faculty Employment included the following pdf files: Longitudinal Profile of Faculty Tenure Status of all ECU units, Longitudinal Profile of Faculty Tenure Status, excluding School of Medicine, and Tenure Status of Permanent and Temporary Faculty by Unit.

Dr. Smith noted that the strategic plan for Division of Academic Affairs includes 25 action items that are named in the report at the Senator's desk and was developed with input from the Deans.

In reference to faculty salaries, Interim Vice Chancellor Smith distributed copies of an article from the President of the Board of Governors that was in the Raleigh News and Observer concerning tuition hikes. Dr. Smith stated that he generally agreed with position stated, and added that, if a campus-based tuition increase was approved, the majority of the monies were marked for faculty salary increases: across the board as well as merit. He stated that he believed the merit should be awarded based on a 3-year review. He noted that the Office of the President usually dictated any regular salary raises, generally merit.

The Executive Summary of Hiring Review Report was distributed to Senators. Dr. Smith noted that processes were flawed but candidates who were hired were qualified for the various positions to which they were hired. Smith stated that he supported the recommendations for "tightening" the procedures for future searches.

Professor Knickerbocker (Foreign Languages and Literatures) expressed concern that no tenured faculty came forward to question the irregularities in the process. He stated that ECU should commend Sheila Whitehurst-Davis who revealed them. Unfortunately she was transferred to another office and had no communication with other offices. He further explained that the word "intimidation" doesn't appear until late in the report, and that would seem to be the key issue in the problems of these hirings. He requested more details about who was intimidating and who was intimidated. Smith responded that many such reports were hearsay and not documented.

Professor Morrison (Chemistry) expressed alarm at the high percentage of fixed-term appointments and asked if we could offer 5- and 10-year contracts for long-term faculty members in lecturer positions. Smith believed that multi-year contracts could be offered. Criteria need to be in place; and these should be awarded on the basis of performance, not merely longevity. Dr. Smith noted that we need to look into the number of semester contracts, which preclude benefits, and also multi-year contracts.

Professor Hall (Psychology) noted that, in the case of the waivers allowed in the administrative hires, that the report provides no evidence of misconduct on the part of the former Provost in the appointments and salaries awarded and asked if her interpretation was correct. Smith replied that he believed it was.

Professor Long (History) questioned the language of report, particularly the lack of names and asked if Senators would be able to see the whole report. Smith discussed the possibility and had talked to the University Attorney. Ben Irons had looked at the report and indicated that personnel issues must remain confidential. Dr. Smith stated that legal issues protecting individuals was the reason the report provided results without violating privacy. Long continued that more information was necessary to really understand the report summary. Smith assured the Senate that had he felt the need for more evidence, he would have asked for it. In one case, the report that one candidate was hired without recommendation of personnel committee turned out not to be accurate. He will talk more with the University Attorney to see if more information can be released.

Robinson (Math) added to Knickerbocker's comments concerning a debt of gratitude to Sheila Davis for revealing information and that the Faculty Senate should consider a resolution of congratulations. He asked Smith about OP's criteria for salary increases indicating that these are often for merit only. Robinson claimed that merit was not a key criterion but in fact marketability was, and often equity raises are needed. Administrators, especially in Arts and Sciences, seem not to understand the importance of equity and lack of awareness was a concern. Smith assured him that the Deans would know what the criteria was and equity was usually part of the criteria.

Glascoff (Health and Human Performance) questioned the lack of mention of gender in tenure track vs. non-tenure track positions. 259 male and 50 female Full Professors. She stated that this inequity needs to be looked at and addressed. Smith acknowledged that gender issues always need to be addressed, stating that according to recent data, the percentages are closer in the associate rank and there is some positive advancement in this area.

Rothman (Economics) supported Robinson and Knickerbocker in their call for acknowledgement of the contributions of Sheila Davis. Looking into what happened to her was probably not the charge of the hiring review committee, but perhaps ECU should look into this. Smith thanked him for his comments.

Smith added that he was pleased to bring a report positive about candidates hired last year. He stated however, there were differences in leadership styles. Academic leadership was a matter of chemistry and fit and you can accomplish many good things.

Knickerbocker (Foreign Languages and Literatures) commented that awarding faculty raises on basis of marketability seemed to make salary compression worse and asked if the full report would be made available. Smith reiterated that he would confer with the University Attorney.

Long (History) suggested that there were inaccuracies in the report and he knew of the lack of personnel committee involvement in some searches and wanted to bring this to Smith's attention.

Smith responded that these were legitimate points, but he needed facts and documentation.

Hall (Psychology) observed that search committee conflicts of interest are more a reflection of University culture and that ECU needs committee guidelines to avoid potential problems. Smith pointed out that one of the recommendations was to clarify rules and guidelines for search committees.

Robinson (Math) requested a commendation for Sheila Whitehurst-Davis and asked that ECU clarify the process for coming forward anonymously and with protection. Smith replied that confidentiality was important and had agreed to talk to those who have requested confidential interviews.

E. John Lehman, Interim Vice Chancellor for Research and Graduate Studies
Dr. Lehman discussed several issues including graduate school, PhD programs and Research Institutes. He stated that he was in process of getting information about graduate finances in order to identify monies and how they were used. He was reviewing PhD programs to look at their futures. He proposed that we do no harm to any program now in place but would begin a process to look at the programs and where funding comes from. Dr. Lehman stated that the Research Institute was intended to bring collaborative teams for grants funding. An Internal committee had reviewed the applications and had submitted a report. Two (of seven) applications were recommended for external reviews. They were preparing a letter to send to the board with recommendations. Dr. Lehman stated that ECU does need to look at where the money for this research would come from. He expected to see a report in April 2004.

F. Charles Lyons, Director of International Affairs
Dr. Lyons discussed the homeland security regulations and how they are affecting faculty, staff, and students, the programs to assist ECU faculty and students and those studying abroad, and the plans for internationalizing general education. Dr. Lyons stated that the University is complying with the current regulations and was trying to get the study abroad programs back up and working. He was also striving to increase the academic year study abroad programs, noting that many exchange programs needed to be re-installed.

Dr. Lyons noted one of his goals was to get the international affairs office back into shape and make it a friendlier place for all and not like a police station. He also will strive during his tenure to get a five-year plan for a development of international affairs.

Professor Gares (Geography) asked about the status of the Rivers program. Dr. Lyons responded that the time had come to review the program and to see that the monies were being awarded appropriately. Dr. Smith was appointing a review committee.

Professor Kim (Art) asked about the money to study abroad and how the support was gathered. Dr. Lyons responded that more financial support was needed and that the Rivers scholarship had a limited amount of money available for financial support. Money was available for students to study abroad for the summer.

Professor Wall (Philosophy) questioned Dr. Lyons' plans for internationalizing general education and asked exactly what he was planning to propose. Dr. Lyons replied that general education was the prerogative of the faculty, but he would want to identify international contexts of courses.

Professor Knickerbocker (Foreign Languages and Literatures) stated that a Task Force made recommendations to administration and would Dr. Lyons consider those. Dr. Lyons responded that

He had formed a committee for determining the strategic plan for the next 5 years for the international office, not a curriculum committee.

Professor Tabrizi (Computer Science) asked how Lyons could accomplish all he wanted to in just a year and increase the number of international students. Dr. Lyons responded that the deadlines were important to accomplish things. Unfortunately less than 1% of ECU's enrollment was international and ECU was the lowest in the system [average is 4%]. Dr. Lyons stated that ECU must be more proactive and that an English language program was needed.

Professor Knickerbocker (Foreign Languages and Literature) suggested Lyons contact Dean Uhr, who headed the task force and also asked about the Rivers committee. Dr. Lyons replied that many members on the task force were on the committee and the current Rivers committee was only a selection committee.

Prior to the UNC Faculty Assembly Report, Catherine Rigsby, Vice Chair of the Faculty, turned the meeting over to Rick Niswander, Chair of the Faculty, upon his return from Raleigh and work on the Chancellor Search Committee.

G. UNC Faculty Assembly Report

Brenda Killingsworth (Business) prepared a written report on the January 23, 2004, and February 20, 2004, UNC Faculty Assembly meetings. Professor Killingsworth reported that the Assembly passed resolutions urging legislature to assume their responsibilities to support the university system and acknowledge the need for campus-based tuition increases only under extraordinary circumstances.

The assembly supported increased benefits and enrollment growth funding. There were a number of campus-wide studies on athletics, academic freedom, and governance. President Broad spoke about issues surrounding tuition increases. Articulation agreements with community colleges were being developed.

H. Jim Talton, Chair of the Chancellor Search Committee and Chairman of the ECU Board of Trustees

Mr. Talton briefly discussed the work of the Committee and that three candidates were being considered as final candidates. He would announce later this week if the three candidates would be invited on campus in early March. The committee had not yet made a decision about an open forum.

Tovey (English) asked if only two candidates agreed to participate in an open forum, would only those two meet with faculty. Talton replied that all candidates would be treated the same but they would try to encourage all of them.

Cope (Psychology) asked for clarification about the number of candidates to be reported to President Broad for consideration and would all three of these individuals names go forward. Talton replied that, by law, they must present two names, and the number will depend on the candidates who choose to go forward in the process.

Rigsby (Geology) expressed appreciation for the efforts to seek an open forum with the candidates and asked how the committee would seek and evaluate feedback from the faculty. Talton responded that, once the forum decision had been made, they would determine what form the faculty input would take.

Robinson (Math) questioned how faculty would know when the forum was to be held and how the faculty members' feedback would be forwarded to Molly Broad. Talton responded that as soon as the committee knew about open forum, the faculty would know. Faculty comments and evaluations would be forwarded to President Broad along with the recommendations of the committee.

Knickerbocker (Foreign Languages and Literatures) questioned an earlier remark from Mr. Talton that the acceptable age for chancellor candidates was 40-50 years of age. Talton stated that many individuals indicated they would like to have a younger chancellor who could serve for many years but age was not a criterion for the search.

Talton expressed his appreciation for the opportunity to meet with the Senate and hoped that faculty would be able to meet the candidates.

I. Election of Faculty Officers Nominating Committee

According to the *ECU Faculty Manual*, Appendix A, Section VII., the following Faculty Senators and Alternates were elected to serve on the Faculty Officers Nominating Committee. This Committee will present a slate of 2004-2005 Faculty Officers to the Faculty Senate on April 27, 2004.

Nominees	Ballot
Dale Knickerbocker, Foreign Languages & Literatures	52
Mark Jones, Social Work and Criminal Justice Studies	52
Dee Dee Glascoff, Health & Human Performance	52
Ron Preston, Education	52
Paul Gares, Geography	52

J. Question Period

Professor Estes (Health and Human Performance) thanked Chair Niswander for the letter to the Chancellor Search Committee on behalf of the faculty.

Professor Toppen (Industry and Technology) clarified actions by one of the search committees referred to in the hiring review report. During the phone interviews, two of the candidates were eliminated due to comments made. The 3rd candidate was only one really interested and when he came, he received unanimous support. The committee chose not to waste resources on two candidates who were not interested in the position.

Professor Sharpe (English) asked Smith if an accounting of the number of semester vs. annual contracts for fixed-term faculty was available. Vice Chancellor Smith agreed that the information would be valuable and agreed to try to get it.

Professor Scott (Academic Library Services) asked about two statements in the hiring review report: 1. That the authority for waivers was given to the EEO officer and 2. The officer did not feel she had the authority to question the appropriateness of the waivers and then questioned whether this was her job. Vice Chancellor Smith responded that he had talked to the officer and she supported the recommendations but did question some of the other statements in the report; this being one of them. Vice Chancellor Smith anticipated no revisions to the report. He added that the recommendations

were good ones and they should be followed and had they been followed last year, much of the appearance of wrongdoing could have been avoided.

Scott (Academic Library Services) asked if the Board of Governors had approved an April 2003 Faculty Senate resolution revising a section of Appendix D. Niswander responded that we had not yet received word of any approval on the proposed revision and would find out and let him know.

Sprague (Physics) asked if there was an explanation for the increases in many administrative salaries included in the current BD-119 and very few raises for faculty members. Vice Chancellor Smith replied that this issue was also reviewed but was not included in the executive summary and a general principle that needs to be followed was that salary monies should be appropriate. Faculty and administrative salaries are in line with median salaries. No violations occurred in the increases awarded last year.

Estes (Health and Human Performance) noted that there is an increase of over 300 faculty members within a past 10 years and questioned how the University's enrollment corresponded and the ratio of students to faculty within that period. Vice Chancellor Smith replied that the question was complex, but that ECU was slipping behind. Distance Education does help ECU and we receive a large portion of the DE monies for the State. Niswander added that the increase enrollment funding was based on ECU's projections and to the extent the University makes good projections these help ECU, but there was always a year lag.

Willson (Medicine) stated that the School of Medicine Outpatient Center is seeing more uninsured patients, due to industry closings and layoffs. He noted that the UNC hospital received more reimbursements for uninsured patients and questioned why ECU did not. He also questioned how ECU medical doctors could become the provider of choice for state employees. Vice Chancellor Lewis responded that the funding was different for UNC hospital than for the Pitt County Hospital. Faculty and state employees do not use the ECU medical system and Dr. Lewis' aim is to make more services available for them.

Yarbrough (Political Science) wanted to clarify the statement that Pitt County Memorial Hospital can't deny service to indigent patients. Vice Chancellor Lewis said that was so.

Hall (Psychology) questioned the conflict of interest of the EEO officer since she is serving at the will of the administration. Vice Chancellor Smith replied in part that that had already been addressed; the plan for the Equity Office had been adjusted. Precedents exist for solving this type of reporting issue; for example, the internal auditor now reports to Board of Trustees.

Wall (Philosophy) noted that Dr. Smith had stated that fixed term faculty were necessary and questioned if he thought that the number of fixed term faculty at ECU is acceptable. Vice Chancellor Smith responded that he was uncomfortable putting individuals with terminal degrees into positions that were once tenure track for the sake of flexibility. He had put together a committee to discuss this issue and their report should be expected next Fall.

Eribo (Communication) asked what Dr. Smith intended to do with the hiring report and recommendations. Vice Chancellor Smith replied that he would issue a memo to Deans to follow the recommendations, have a committee to evaluate search committee practices, and would work to avoid mistakes made in the previous year.

Tabrizi (Computer Science) stated that we could learn from this hiring situation and establish rules and policies to protect the future of ECU.

Scott (Academic Library Services) questioned why a link to the faculty salary report (BD-119) was taken off of the Faculty Senate web site. Niswander responded that there had been several concerns expressed on the ability to utilize the internet's search engine to find various faculty member's names and salaries and it was felt that this was unacceptable in relation to personnel matters. The same faculty salary information will be available via One Stop for all interested faculty.

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. Election of a Member to the Agenda Committee

Chair Niswander called for nominations from the floor for the vacant 2004 term on the Agenda Committee. Ed Wall (Philosophy) was nominated and accepted as the new committee member.

B. Committee on Committees

Professor Henry Ferrell (History), Chair of the Committee, presented first the nominee for the one open delegate to the UNC Faculty Assembly. Catherine Rigsby (Geology) and Dee Dee Glascoff (Health and Human Performance) were nominated from the floor. The number of votes necessary for a majority vote was 28.

Professor Dee Dee Glascoff (Health and Human Performance) was elected to serve as an UNC Faculty Assembly Delegate with a 2007 term.

Nominees	Ballot 1	Ballot 2
Connie Ciesielski, Technology and Computer Science	15	13
Catherine Rigsby, Geology	15	8
Dee Dee Glascoff, Health & Human Performance	23	32

Professor Henry Ferrell (History), Chair of the Committee, then presented the nominations for the two alternates to the UNC Faculty Assembly. Steve Estes (Health and Human Performance), Connie Ciesielski (Technology and Computer Science), and Patricia Anderson (Education) were nominated from the floor. The number of votes necessary for a majority vote was 25.

Nominees	Ballot 1	Ballot 2	Ballot 3
Michael Felts, Health & Human Performance	15	2	
Gregg Givens, Allied Health Sciences	16	5	2
Steve Estes, Health & Human Performance	20	22	28
Connie Ciesielski, Technology and Computer Science	20	20	15
Patricia Anderson, Education	28		

Professors Patricia Anderson (Education) and Steve Estes (Health & Human Performance) were elected to serve as UNC Faculty Assembly Alternates with 2007 terms.

University Curriculum Committee

Timothy Hudson (Math), Chair of the Committee, first presented the curriculum matters contained in the minutes of the December 11, 2003, and January 22, 2004, meetings. There was no discussion and the curriculum matters were approved as presented. **RESOLUTION #04-01**

Professor Hudson then presented recommendations concerning the "official" University Undergraduate Catalog. Wall (Philosophy) moved to add at the end of recommendation #3 "and for prospective students requesting paper copies."

Professor Knickerbocker (Foreign Languages and Literatures) asked if his interpretation of the attachment meant that incoming freshman would not get a hard copy of the catalog. Hudson responded that was correct.

Professor Eribo (Communication) spoke in favor of the amendment to accommodate individuals whose computer skills were limited and where the technology was not readily available.

Professor Glascoff (Health and Human Performance) supported the motion and argued that faculty need hard copies also for reference and offered a friendly amendment "that copies be available for purchase." This was not accepted as a friendly amendment.

Professor Knickerbocker (Foreign Languages and Literatures) asked that we consider the availability of the catalog for parents who were interested. Professor Rigsby (Geology) suggested a friendly amendment to the motion that would read "for individuals requesting paper copies." This was accepted.

Professor Toppen (Industry & Technology) pointed out that the cost of printing copies was prohibitive and it was not worth printing just a few copies. He stated that the University would be guessing at how many they would need and might have to print more, which, in turn, would be more expensive.

Professor Ciesielski (Industry & Technology) questioned how the amendment affected the recommendation "limited number of copies printed for internal use." Professor Niswander stated that the amendment was outside of the parenthesis to which Ciesielski referred.

Professor Wall (Philosophy) stated that he thought this printing could be done at a small cost to the university.

Professor Rigsby (Geology) noted that she perceived a low quality version of the online catalog that would be available, not the high quality we have now.

Professor Knickerbocker (Foreign Languages and Literature) suggested that the University should be able to anticipate an accurate number to print based on past requests.

Following discussion, Wall's motion to add at the end of recommendation #3 [following the parenthesis] "and for individuals requesting paper copies" was approved.

Professor Nasea (Health Sciences Library) asked about the amount of space that would have to be dedicated to catalogs and how many years would be available. Professor Hudson responded that recommendation number 2 addressed the need for a professional quality site that could be updated.

Professor Niswander added that the space required was minimal given the size of the University's servers.

Professor Morrison (Chemistry) moved to include in the parenthesis of recommendation #3 "University archives." Scott (Academic Library Services) pointed out that all university publications already go to the archives, but this was not intended as a statement against the amendment. This motion was approved.

Following a brief discussion, the recommendations noted below were approved as amended.

- 1) The online/CD version should be the official ECU catalog beginning with the 2005–2006 academic year. The catalog for the next academic year (2004–2005) will be the last official paper catalog. This recommendation assumes that recommendation 2 (below) will be completed at the time of implementation (2005–2006).
- 2) An action plan should be prepared to significantly upgrade the online catalog so that it is intuitive, functional, and aesthetic. ECU should contract with an appropriate (experienced) vendor to achieve an acceptable upgrade prior to the installation of the online catalog as the official version. The upgrade design should be evaluated by a committee of faculty, students, and administrators prior to installation.
- 3) After the official catalog becomes the online/CD version, a limited number of paper copies will be printed for internal use (advising, departmental offices, library, University Curriculum Committee, University Archives, etc.) and for individuals requesting paper copies.
- 4) Curricular changes will go into effect the semester following their approval by all campus and UNC-OP authorities. This process makes official the University's current procedures for activating new courses, changes in pre-requisites and course titles, and new programs.

RESOLUTION #04-02

D. Academic Awards Committee

Mark Taggart (Music), a member of the Committee, presented the proposed revisions to the Annual Lifetime and Five-Year University Research/Creative Activity Award Procedures. There was no discussion and the revised procedures were approved as presented. **RESOLUTION #04-03**

E. Academic Standards Committee

Catherine Rigsby (Geology), Chair of the Committee, presented a progress report on the Review of the University's General Education Course Goals and Objectives.

There were no questions posed to Professor Risgby relating to this Committee report.

F. Educational Policies and Planning Committee

Mike Brown (Psychology), Chair of the Committee, presented for information only the Committee's approval of the Permission to Establish a BS Degree in Engineering, Permission to Establish an Undergraduate Minor in Asian Studies, Notification to Plan a BS Degree in Mathematics, and a Permission to Establish a BS Degree in Mathematics. There was no discussion on this report.

G. Faculty Welfare Committee

David Lawrence (Geology), Chair of the Committee, first presented a resolution on non-tenure track faculty. Professor Wall (Philosophy) questioned the staffing plans as stated in 8. Professor

Niswander pointed out that the resolution brought to the floor follows this section and the Faculty Senate could not support a resolution that does not comply with UNC system.

Professor Estes (Health and Human Performance) stated that the resolution came from the committee as a motion.

Professor Ciesielski (Technology and Computer Science) argued that the Faculty Senate might not want to embrace all of the recommendations.

Professor Taggart (Music) stated that the point of this resolution seemed to get the working group back together and moved to strike the "Therefore Be It Resolved..." from the proposed resolution.

Professor Morrison (Chemistry/Faculty Assembly Delegate) stated his belief that the amendment was inappropriate since the campus was given the charge to implement the policies.

Professor Ciesielski (Technology and Computer Science) pointed out that these were not edits, but we should be able to judge whether or not we would support the recommendations.

Professor Knickerbocker (Foreign Languages and Literatures) pointed out that a misunderstanding might be a result of the wording at the opening, which stated that the Board of Governors approved the recommendations of the committee on Non-Tenure Track Faculty. He stated that the Senate needed to clarify exactly what was the charge to the campus.

Professor Morrison (Chemistry) stated that these recommendations made by the committee were approved by the Board of Governors and hence they became the policy of the UNC system and it was the Senate's task to see that these policies were implemented.

Professor Rothman (Economics) stated his interest in hearing what Professor Wall's alternative to this system would be.

Professor Wall (Philosophy) stated that offering fixed term faculty multi-year contracts was to set up an alternative to the tenure system and thus posed a threat to the tenure system. He stated that he was concerned that ECU was on the way to eventually dismantling the tenure system. Professor Wall noted that it costs much less to fund fixed-term positions than tenure-track positions, other universities throughout the nation have dismantled the tenure system, and ECU currently has a large percentage of non-tenure-track faculty.

Professor Lawrence responded that point number 1 allowed each campus to have its goals for the number of fixed term faculty and a number that could trigger a review of a department when an increase occurs. Professor Niswander reminded the Senators that the discussion should be limited to the motion to strike the first "Therefore . . ."

Professor Sharp (English) spoke against the motion claiming that the Senate should not make a statement that says we are against the creation of policies to support fixed term faculty.

By a standing vote of 27 to 23, the motion to strike was approved.

Following discussion, the proposed resolution noted below was approved as amended.

- Whereas, at East Carolina University there are ever-increasing numbers of non-tenure track faculty, and
- Whereas, policies affecting non-tenure track faculty are somewhat vague across the ECU campus, and
- Whereas, on March 6, 2002, the UNC Board of Governors approved eight major recommendations of the Committee on Non-Tenure Track faculty, and
- Whereas, the work of the Non-Tenure Track Faculty Task Force of 2002-2003 is not completed.

Therefore Be It Resolved, that a faculty and administrative working group be jointly appointed by the Chair of the Faculty and the Chancellor to further study the Board of Governors major recommendations and to provide recommendations and draft documents and policies pertaining to non-tenure track faculty to the Faculty Senate by September 2004.

RESOLUTION #04-04

Professor Lawrence then presented the proposed Policy on Serious Illness and Disability Leave for Faculty. Professor Scott (Academic Library Services) stated that the duration of the leave should be changed from 60 days minimum to one semester. Professor Lawrence read from the actual Board of Governors' Guidelines that give more latitude in relation to leave time.

Professor Pravica (Math) asked for information about who benefits from this policy. Professor Cope (Psychology) stated that 60 days was not long enough and it would negatively affect the courtesy with which faculty now help each other.

Professor Scott (Academic Library Services) moved to replace, in Benefit (III.a.), "60 calendar days," with "15 weeks." Professor Cope (Psychology) questioned taking a decision out of the hands of the department.

Professor Jones (Social Work and Criminal Justice Studies) asked why the resolution was brought forward. Professor Lawrence responded that it was mandated from the office of the President that each campus adopt its own policy in line with the guidelines. The original guidelines stated that the minimum was 60 calendar days within a single semester with a maximum of a semester, paid or unpaid, if required. The proposal from Faculty Welfare was similar, but not identical to the original guidelines.

Professor Wolfe (Anthropology) questioned the policy about paid leave when faculty does not get paid leave as they do in other states. It depends on the good will of colleagues. The administration cannot financially cover a faculty member's absence for a long period of time.

Professor Lawrence stated that there was a State law that stated you would not be paid for work not done. Part V, paragraph 4. stated that other faculty members can help out, which assumes that faculty member will be paid. UNC system has never had this policy to provide for 14 days of informal coverage.

Professor Wall (Philosophy) asked if faculty were covering classes for one another, were they breaking the law.

University Attorney Irons responded that the State would not support a policy in which a person was being paid if he or she was not doing the work.

Professor Ciesielski (Industry & Technology) agreed with Professor Cope, that if the guidelines were more inclusive then ECU should have a broader policy. Professor Sprague (Physics) called the question.

The motion to amend III.a. to change "60 calendar days" with "15 weeks" was not approved.

Professor Wolfe (Anthropology) expressed the desire to hear from administration on how they would fund this policy.

Professor Cope (Psychology) moved to refer the proposed Serious Illness and Disability Leave Policy to the Faculty Welfare Committee for further discussion and inclusion of the broad leave policy as directed in the Board of Governors' Guidelines of May 2003. **RESOLUTION #04-05**

Professor Jones (Social Work) spoke in favor of the motion and asked all Senators to talk to their colleagues about the policy and added that he would like to see the original document.

The motion to refer the proposed Serious Illness and Disability Leave Policy to the Faculty Welfare Committee for further discussion and inclusion of the broad leave policy as directed in the Board of Governors' Guidelines of May 2003 was approved. **RESOLUTION #04-05**

Professor Nasea (Health Sciences Library) requested comments be forwarded to the Faculty Welfare Committee via email to Professor Nasea or Professor Lawrence.

Professor Lawrence then presented a proposed resolution on seeking reduced health insurance costs for University employees. There was no discussion and the proposed resolution was approved as presented. **RESOLUTION #04-06**

H. Teaching Grants Committee

Catherine Rigsby (Geology), Vice Chair of the Faculty, presented the proposed revisions to the Teaching Grants Application Proposal process. There was no discussion and the proposed revisions were approved as presented. **RESOLUTION #04-07**

I. Unit Code Screening Committee

Garris Conner (Nursing), Chair of the Committee, presented the revised Department of Economics' Unit Code of Operation and the School of Nursing's Unit Code of Operation. There was no discussion and the revised unit codes were approved as presented. **RESOLUTION #04-08**

Agenda Item VI. New Business

A. Resolution Recognizing the Contributions of Dr. Tom Feldbush to ECU.

Jeff Phipps (Theatre and Dance) presented a proposed resolution recognizing the contributions of Dr. Tom Feldbush to ECU. There were no questions and the proposed resolution was approved as presented. **RESOLUTION #04-09**

B. Resolution on the Status of Faculty Salaries at ECU

Paul Gares (Geography) presented a proposed resolution on the status of faculty salaries at ECU. There were no questions and the proposed resolution was approved as presented. **RESOLUTION #04-10**

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

The meeting adjourned at 4:50 p.m.

Respectfully submitted,

Jan Tovey, LL

Jan Tovey
Secretary of the Faculty
Department of English

Lori Lee

Lori Lee
Faculty Senate office

FACULTY SENATE RESOLUTIONS APPROVED AT THE FEBRUARY 24, 2004, MEETING

04-01 Curriculum matters contained in the University Curriculum Committee minutes of the December 11, 2003, and January 22, 2004, meetings.

Disposition: Chancellor

04-02 Recommendations concerning the "official" University Undergraduate Catalog as follows:

1) The online/CD version should be the official ECU catalog beginning with the 2005–2006 academic year. The catalog for the next academic year (2004–2005) will be the last official paper catalog. This recommendation assumes that recommendation 2 (below) will be completed at the time of implementation (2005–2006).

2) An action plan should be prepared to significantly upgrade the online catalog so that it is intuitive, functional, and aesthetic. ECU should contract with an appropriate (experienced) vendor to achieve an acceptable upgrade prior to the installation of the online catalog as the official version. The upgrade design should be evaluated by a committee of faculty, students, and administrators prior to installation.

3) After the official catalog becomes the online/CD version, a limited number of paper copies will be printed for internal use (advising, departmental offices, library, University Curriculum Committee, University Archives, etc.) and for individuals requesting paper copies.

4) Curricular changes will go into effect the semester following their approval by all campus and UNC-OP authorities. This process makes official the University's current procedures for activating new courses, changes in pre-requisites and course titles, and new programs.

Disposition: Chancellor

04-03 Revised Annual Lifetime and Five-Year University Research/Creative Activity Award Procedures.

Disposition: Chancellor

04-04 Resolution on Non-Tenure Track Faculty as follows:

Whereas, at East Carolina University there are ever-increasing numbers of non-tenure track faculty, and

Whereas, policies affecting non-tenure track faculty are somewhat vague across the ECU campus, and

Whereas, on March 6, 2002, the UNC Board of Governors approved eight major recommendations of the Committee on Non-Tenure Track faculty, and

Whereas, the work of the Non-Tenure Track Faculty Task Force of 2002-2003 is not completed.

Therefore Be It Resolved, that a faculty and administrative working group be jointly appointed by the Chair of the Faculty and the Chancellor to further study the Board of Governors major recommendations and to provide recommendations and draft documents and policies pertaining to non-tenure track faculty to the Faculty Senate by September 2004.

Disposition: Chancellor

04-05 Proposed Serious Illness and Disability Leave Policy for faculty was referred to the Faculty Welfare Committee for further discussion and inclusion of the broad leave policy as directed in the Board of Governors' Guidelines of May 2003.

Disposition: Faculty Welfare Committee

04-06 Resolution seeking reduced health insurance costs for University employees as follows:

Whereas, health insurance costs for employees of the University of North Carolina (UNC) system have continued to rise and are currently at an all-time high of \$427.48 per month for employee and family coverage, and

Whereas, the health insurance deductible for each person in the current health insurance system is \$350.00, and

Whereas, the co-pays for outpatient office visits, surgical procedures, emergency room visits, and prescription costs have continued to rise and are currently at an all-time high of up to \$100 for an emergency room visit and \$40 for prescriptions not on the preferred drug list.

Therefore Be It Resolved, that the Faculty Senate of East Carolina University recommends that the UNC Faculty Assembly and its appropriate committees actively promote and encourage the legislature to fund a substantial reduction in the portion of the health insurance costs paid by the employee, and

Be It Further Resolved, that the Faculty Senate of East Carolina University directs the Chair of the Faculty to notify his counterparts and the staff senates at the fifteen University of North Carolina campuses about this resolution and seek similar resolutions from these campuses.

Disposition: UNC Faculty Assembly, Chair of the Faculty

04-07 Revised Teaching Grant Application Proposal.

Disposition: Teaching Grants Committee

04-08 Revised Department of Economics' Unit Code of Operation and School of Nursing's Unit Code of Operation.

Disposition: Chancellor

04-09 Resolution Recognizing the Contributions of Dr. Tom Feldbush to ECU as follows:

Whereas, Dr. Thomas Feldbush served as Vice Chancellor at East Carolina University from August 1995 until November 2003, and

Whereas, under his leadership, research became an integral part of the University resulting in an increase in external funding from \$18 million in 1994 to \$33 million in 2003, and

Whereas, Dr. Feldbush promoted the establishment of PhD programs in Bioenergetics, Coastal Resource Management, Nursing, and Interdisciplinary Biological Sciences,

a Master's program in Public Health as well as over 30 graduate certificate programs, and

Whereas, Dr. Feldbush increased the base stipend for graduate assistantships and the level of resources to support faculty research, and

Whereas, under his leadership, the University established new faculty research awards and increased funding for the Faculty Senate's Research and Creative Activity Grants program, and

Whereas, during his tenure, East Carolina University rose in Carnegie Classification to a Doctoral/Research University – Intensive, and

Whereas, Dr. Feldbush facilitated the establishment of the Office of Technology Transfer to help patent and commercialize ECU faculty inventions with 28 U. S. Patents issued to date, and

Whereas, Dr. Feldbush was instrumental in promoting ECU's role in economic development and has collaborated on a number of economic and community initiatives involving East Carolina University.

Therefore, Be It Resolved, that the Faculty Senate recognizes and thanks Dr. Feldbush for his leadership and many valuable contributions to East Carolina University in the areas of research, graduate studies, and economic and community development, and

Be It Further Resolved, that the Faculty of East Carolina University welcomes him as he joins the Department of Biology, and

Be it Further Resolved, that this resolution be forwarded to the East Carolina University Board of Trustees, the University of North Carolina Board of Governors, and the University of North Carolina President.

Disposition: Chancellor to forward as noted.

04-10 Resolution on the Status of Faculty Salaries at ECU as follows:

Whereas, faculty salaries at ECU appear affected by salary compression, and

Whereas, salary compression results from low or no raises while the market demand increases for people in the same field so that new hires command higher salaries than earlier hires with comparable or even better qualifications, and

Whereas, there is no stated ECU policy regarding salary increases associated with promotion in professorial rank which appears to result in inequities in promotion pay raises across university departments, and

Whereas, salary issues create demoralization among the faculty and risks the loss of qualified faculty to institutions in other states.

Therefore Be It Resolved, that the Faculty Senate charge the Faculty Welfare Committee to do the following:

1. Initiate a review of salary conditions at ECU with the purpose of identifying the sources of inequity in faculty salaries.
2. Quantify the current extent of salary compression and promotional salary increase practices that exist at ECU.
3. Present a report to the Faculty Senate on salary conditions at ECU that includes recommendations to redress salary inequities and a target date for the resolution of any problems identified in the report.

Be It Further Resolved, that ECU administration implement hiring policies which will prevent future compression problems and launch a similar study, to end in a plan to address staff salary compression.

Disposition: Faculty Welfare Committee, Chancellor