

**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 (attachments 2 and 3).

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.

04-03 Revised Annual Lifetime and Five-Year University Research/Creative Activity Award Procedures (attachment 4).

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.

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.

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.

04-07 Revised Teaching Grant Application Proposal.

04-08 Revised Department of Economics' Unit Code of Operation and School of Nursing's Unit Code of Operation (attachments 5 and 6).

04-09 Resolution Recognizing the Contributions of Dr. Tom Feldbush to ECU (attachment 7).

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.