

2013/2014 FACULTY GOVERNANCE COMMITTEE

FINAL MINUTES OF MEETING DATE: 11/13/13

REGULAR MEMBERS (_X_ IN ATTENDANCE):

Charles Boklage __ X __, Nelson Cooper __ O __, Edson Justiniano __ X __, Derek Maher, __X__, Cheryl McFadden __X__, Marianne Montgomery __ X __, Andrew Morehead __ X __, John Stiller _ X_

EX-OFFICIO MEMBERS (_X_ IN ATTENDANCE):

Shelia Bunch, Chancellor's Rep __ X __, Marilyn Sheerer, Provost / VCAA __X__, Phyllis Horns, VCHS __ O __, Ron Mitchelson, VCRGS __ X __, Mark Sprague, Faculty Chair __ X __, Fac Sen Rep (position open) __O__

OTHERS IN ATTENDANCE: Linda Ingalls, Hiromi Sanders, Paul Zigas

PERSON PRESIDING: Justiniano

Actions of Meeting:

- I. Call to order
- II. Approval of minutes of October 9, 2013 (unanimous)
- III. Discussed the possibility of adding extra meetings in the new year, possibly including January 8th.
- IV. COIC

VC Mitchelson provided overview of the COIC policy review. An interim policy is in place, while a long-term study has been conducted to refine the policy.

Paul Zigas, University Attorney's Office, discussed the legal requirements to which the policy must adhere. The goal is to make the policy legally sufficient, readable, and within the resources ECU has available. It is important to get clear on what needs to be disclosed, the private use of university resources, and other issues. For these reasons, a final policy is not yet available for the Governance Committee to review.

Mitchelson, Zigas, and Saunders will continue to review and revise it, presenting it to Governance in perhaps 4 weeks.

In discussing how the policy would be operationalized, it was reinforced that a detailed table of contents would be required in order to help faculty and staff access rules relevant to their situation.

V. Faculty participation in search committees for administrators, deans and above.

Maher proposed that it would be useful to develop a standard operating procedure for appointing faculty members to search committees for administrators at the level of dean and above. In relation to the recent process of forming a committee to search for the Dean of the College of Arts and Sciences, the lack of such a clear procedure for nominating and electing faculty representatives resulted in undesirable delays and confusion.

Provost Sheeree mentioned that this policy is administrative and not governed by the Faculty Manual.

Justiniano explained that such matters used to be in Appendix L, but the Board of Trustees separated some responsibilities from faculty review.

Sprague pointed out that the Faculty Manual in Part II Section V includes a section entitled “Faculty Involvement in Selection and Evaluation of Administrators,” but neither that section or the two linked documents attached to it address the faculty involvement in the selection process: (<http://www.ecu.edu/cs-acad/fsonline/customcf/currentfacultymanual/part2section5.pdf>)

Sprague is going to raise the issue in the next meeting between the faculty officers and the Chancellor.

VI. Strategy discussion of handling revision of Part XII (Grievance Committee) and Part IX.V (Hearing Committee)

Justiniano discussed the plan to bring this before this committee. Gregory Lapicki will come to the committee

VII. Continuation of discussion of Part IX revisions

Discussion of line 104 of Part IX (Oct 9 2013 version)

Line 104 - “No assistant professor shall be awarded permanent tenure unless concurrently promoted to associate professor.”

In the last meeting, there was a discussion of this issue, but VC Horns wanted to gather opinions in Health Sciences about the possible effects of ending the split granting of tenure without the awarding of promotion to associate professor.

Approximately 10% of cases in Health Sciences over the last decade have tenure without promotion. In Academic Affairs, this has been very rare.

Out of the 8 cases in HS, 4 of those people are still here at assistant professor and 4 have left ECU. If the motivation of the split was to encourage faculty members to be more productive, that apparently has not occurred.

In both AA and HS, there have been cases in which a faculty member on the tenure-track was not making good progress to tenure; he or she resigned their tenure-track position, while applying for a fixed-term appointment. It was suggested that this path would be preferable to the granting of tenure without the awarding of promotion to associate professor.

Nobody present spoke in favor of the splitting of tenure and promotion. No further action was taken, and it was anticipated that this would be finalized at a future meeting with Horns present.

Line 118 – Fix footnote which incorrectly has 2 twos.

Line 249 – Is the 7th year still probationary – if someone fails to get tenure, then the 7th year the person is no longer probationary.

Revised language:

“The maximum probationary term is six years. The faculty member can receive an initial three-year appointment and a maximum of two successive two-year reappointments.”

Line 259 – parallel change

Line 266 – parallel change

Line 286 – reduction of probationary period

While it is possible to eliminate one or more of the successive periods, one cannot reduce beyond the initial three year. The reduction of the probationary period is generally discouraged; since a faculty member can always come up for tenure early, there is really no benefit to starting with abbreviated tenure clock.

Line 288 - “Although generally discouraged in favor of petitioning for early tenure (see section __?__), reduction of the normal...

Line 290 – insert “a strong justification and” after require

“The granting of such reduction shall require a strong justification and the agreement of the appointee...”

Line 304 – move “Extensions of the probationary...” sentence up to the beginning of the section.

Eliminate the parenthetical in 305-6

Line 309 – remove “such as illness, childbirth, child care, or”

Line 311 – remove “of at least 15 weeks”

The policy is now called:

Faculty Serious Illness and Parental Leave Policy

[Linda is going to look for language in the federal statute to see if it would be useful in this section.]

Lines 318-23 – Switch the final two sentences of this section.

Eliminate the phrase “in the same way” now at the end of line 323.

Discussion ended at line 323

VIII. Adjourn at 5:00

Respectfully submitted,

Derek Maher