

**EAST CAROLINA UNIVERSITY**  
**2014-2015 FACULTY SENATE**

The fifth regular meeting of the 2014/2015 Faculty Senate will be held on  
Tuesday, January 27, 2015, at 2:10 p.m. in the Mendenhall Student Center, Great Room.

**AGENDA**

***Revised***

- I. **Call to Order**
- II. **Approval of Minutes**  
[December 2, 2014](#)
- III. **Special Order of the Day**
  - A. Roll Call
  - B. Announcements
  - C. Steve Ballard, Chancellor  
Report on Faculty Employment, to include a longitudinal profile of faculty tenure status and tenure status of permanent and temporary faculty (by unit).  
  
*(Please refer to the footnote for different selection criteria for each table and note that temporary faculty are included in these reports as required by IPEDS reporting criteria.)*  
  
[Faculty FTE by Unit and Gender](#)  
[Full and Part-Time Faculty by Unit and Tenure Status](#)  
[Longitudinal Profile of Faculty Tenure Status](#) (includes Medicine)  
[Longitudinal Profile of Faculty Tenure Status](#)
  - ~~D. Rick Niswander, Vice Chancellor for Administration and Finance~~  
**Report postponed until later in the semester.**
  - E. Andrew Morehead, Chair of the Faculty
  - F. James Holloway, Faculty Assembly Delegate  
Report on [January 9, 2015](#), UNC Faculty Assembly Meeting
  - G. John Tucker, University Historian  
Historical moments covering the past 50 years of shared governance
  - H. Question Period
- IV. **Unfinished Business**
- V. **Report of Graduate Council (new items noted in red)**  
Formal faculty advice on curriculum and academic matters acted on and recorded in the [December 8, 2014](#) Graduate Council meeting minutes including Exception to academic eligibility (min. GPS) for students readmitted after an absence (GC#14-47); Revision of the Graduate Transfer Credit Policy (GC#14-48); [November 5, 2014](#) Graduate Curriculum Committee meeting minutes including curriculum actions (GC#14-45) College of Education - Department of Literacy Studies, English Education, and History Education;

College of Nursing; College of Engineering and Technology - Department of Computer Science; College of Allied Health Sciences - Department of Communication Sciences and Disorders; and College of Engineering and Technology - Department of Construction Management; Programmatic actions (GC#14-46), which were forwarded to Educational Policies and Planning Committee included proposal for a new graduate certificate in Residential Construction Management in the Department of Construction Management, within the College of Engineering and Technology; [December 3, 2014 Graduate Curriculum Committee meeting minutes including curriculum actions \(GC#14-49\)](#) College of Health and Human Performance – Department of Health Education and Promotion; College of Arts and Sciences – Department of Biology, Department of Geography, Planning and Environment, Department of Economics; annual graduate banked courses cleanup (deletion of courses banked five or more years); Programmatic actions (GC#14-50), which were forwarded to Educational Policies and Planning Committee included proposal of an Accelerated Pathway: DNP to PhD within the College of Nursing; title revision of the MS in Applied Resource Economics to the MS in Quantitation Economics and Econometrics within the Department of Economics; and proposal of a new Coastal and Marine Economics and Policy concentration in the Coastal Resources Management degree within the Coastal Resources Management Program.

## VI. Report of Committees

- A. Committee on Committees, Charles Boklage
  - 1. Election of UNC Faculty Assembly Delegate and Alternate (attachment 1).
  - 2. Second Reading of Proposed Revisions to the University Curriculum Committee Charge (attachment 2).
  - 3. First Reading of Proposed Revisions to the Student Academic Appellate Committee Charge (attachment 3).
  
- B. University Curriculum Committee, Lori Flint
  - Curriculum and academic matters acted on and recorded in the [November 13, 2014](#) and [December 11, 2014](#) meeting minutes.
  
- C. Writing Across the Curriculum Committee, Anne Spuches
  - 1. Curriculum and academic matters acted on and recorded in the [December 8, 2014](#) meeting minutes, including removal of writing intensive (WI) designation from BIOL 3504, BIOL 4505, BIOL 4550, and RCLS 4004.
  - 2. Curriculum and academic matters acted on and recorded in the [January 12, 2015](#) meeting minutes, including notification of change in prefixes of WI courses: ENGL 2760 and ENGL 3770 (re-prefixed as LING 2760 and LING 3770); notification of change in credit hours of WI course CMGT 4300 from 4 to 3 SCH; and approval of writing intensive (WI) designation for CMGT 4320 and COMM 2010.
  
- D. Unit Code Screening Committee, Patricia Anderson
  - Proposed Revisions to School of [Hospitality Leadership](#) Unit Code of Operation.
  
- E. Educational Policies and Planning Committee, Ed Stellwag
  - Curriculum and academic matters acted on and recorded in the meeting minutes of [December 12, 2014](#) including:
    - 1. Request from the Department of Foreign Languages to consolidate all of its major programs (B.A. in French, B.S. in French, B.A. in German, B.S. in German, B.A. in Hispanic Studies, B.S. in Hispanic Studies Education) into one single B.A. program called Foreign Languages and Literatures, and to establish six concentrations in

- French, French Education, German, German Education, Hispanic Studies and Hispanic Studies Education within the Department of Foreign Languages and Literatures; Request from the Department of Recreation and Leisure Studies to eliminate concentrations in Outdoor Recreation, Community and Nonprofit Recreation, Recreational Sport Leadership and Commercial Recreation and Tourism in the B.S. in Recreation and Parks Management within the College of Health and Human Performance;
2. Request from the Thomas Harriott College of Arts and Sciences to remove the college level restriction on declaring a major and update the *University Undergraduate Catalog* to reflect this removal;
  3. Report on Department of Child Development and Family Relations Program's Unit Academic Program Review; Department of Sociology Unit Academic Program Review; and Department of Physics Unit Academic Program Review;
  4. Report on low productivity programs including [December 2014 Productivity Study Letter](#) and [Low Productivity Program Review and Recommendation Summary](#) (for information only).
- F. Faculty Governance Committee, Nelson Cooper  
Formal Faculty Advice on Proposed Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay Regulation (attachment 4).
- ~~G. Distance Education and Learning Technology Committee, Elizabeth Hodge  
Formal Faculty Advice on Proposed Web Content Regulation (attachment 5).~~  
**Report postponed until the February 17, 2015 Faculty Senate meeting.**
- H. Admission and Retention Policies Committee, Jonathan Morris
1. Proposed Revisions to the *University Undergraduate Catalog* Referencing Readmission Under Forgiveness Policy (attachment 6).
  2. Response to the UNC Fostering Undergraduate Student Success (FUSS) Policies (attachment 7).

## VII. New Business

**Faculty Senate Agenda**  
**January 27, 2015**  
**Attachment 1.**

**COMMITTEE ON COMMITTEES**  
 Election of UNC Faculty Assembly Delegate and Alternate

Nominee for 2018 Delegate term  
 Mike Felts, Health and Human Performance

Nominee for 2018 Alternate term  
 Crystal Chambers, Education

**UNC FACULTY ASSEMBLY DELEGATION**

<i>Delegates</i>	<i>Academic Unit</i>	<i>Term</i>	<i>Office Location</i>	<i>Tele #</i>
<a href="#">Andrew Morehead</a>	Chair of the Faculty* Chemistry	2015	Science & Tech 564	328-9798
<a href="#">Mark Taggart</a> <i>expiring term</i>	Music	<i>2015</i>	Fletcher 366	328-4278
<a href="#">Nancy Winterbauer</a>	Medicine	2016	Public Health MS#660	744-4034
<a href="#">Cynthia Deale</a>	Hospitality Leadership	2017	Rivers 313	737-4195
<a href="#">James Holloway</a>	Business	2017	Slay	737-1042

\*Chair of the Faculty terms begin and end with term in office.

<i>Alternates</i>	<i>Academic Unit</i>	<i>Term</i>	<i>Office Location</i>	<i>Tele #</i>
<a href="#">Robert Kulesher</a> <i>expiring term</i>	Allied Health Sciences	<i>2015</i>	Health Sc 4340	744-6174
<a href="#">Ralph Scott</a>	Academic Library Services	2016	Joyner 4106	328-0265
<a href="#">Colin Burns</a>	Chemistry	2016	Science & Tech	328-9790
<a href="#">Elizabeth Forrestal</a>	Allied Health Sciences	2017	Health Sc. 4340-Q	744-6170
<a href="#">George Bailey</a>	Philosophy and Religious Studies	2017	Brewster A-330	328-6121

**Faculty Senate Agenda**  
**January 27, 2015**  
**Attachment 2.**

**COMMITTEE ON COMMITTEES REPORT**

Second Reading of Proposed Revisions to the University Curriculum Committee Charge

(Deletions are noted in ~~strike through~~ and additions in **bold** print.)

1. Name: University Curriculum Committee

2. Membership:  
8 elected faculty members.

Ex-officio members (with vote): The Chancellor or an appointed representative, the Provost or an appointed representative, the Vice Chancellor for Health Sciences or an appointed representative, the Chair of the Faculty, one faculty senator selected by the Chair of the Faculty, and one student member from the Student Government Association.

The chair of the committee may invite resource persons as necessary to realize the committee charge. The chair of the committee may appoint such subcommittees as he or she deems necessary.

3. Quorum: 4 elected members exclusive of ex-officio.

4. Committee Responsibilities:

A. The committee considers undergraduate courses (through 4000-level) and programs and has the responsibility of assuring the quality of course offerings regardless of mode of course delivery.

B. The committee recommends policies and procedures governing the acceptability of programs and courses.

C. The committee reviews requests for permission to establish new degree programs, **certificates, and minors.** and ~~requests to establish new minors.~~

~~D. The committee reviews and acts on proposals for new courses and programs and modifications of existing programs, the banking and deletion of courses (and programs), and standards and requirements for admission to, and retention in, degree programs.~~

**D. The committee reviews and acts on proposals for new courses and course revisions.**

**E. The committee reviews and acts on proposals for new degree programs, certificates, and minors and on revisions to established degree programs, certificates, and minors.**

**F. The committee reviews and acts on revisions to the standards and requirements for admission to and retention in degree programs, certificates, and minors.**

~~E~~**G.** The committee considers other items that affect the curriculum of undergraduate programs.

~~F~~**H.** The committee acts on recommendations from the Council of ~~for~~ **for** Teacher Education regarding proposed changes in teacher education requirements.

~~G~~**I.** The Committee reviews at least annually those sections within the *University Undergraduate Catalog* that corresponds to the Committee's charge and recommends changes as necessary.

~~H~~**J.** The chair or appointed representative serves as ~~a~~ **a** ~~ex-officio~~ **ex-officio** member on the **Academic Program Development Collaborative Team, and as appropriate, any**

**university-wide administrative committee that involves undergraduate curriculum.**  
~~University Online Quality Council.~~

5. To Whom The Committee Reports:  
The committee makes its recommendations to the Faculty Senate. The committee reports on its review of requests to establish new degree programs and requests to establish new minors to the Educational Policies and Planning Committee.
  6. How Often The Committee Reports:  
The committee reports to the Faculty Senate at least once a year and at other times as necessary.
  7. Power Of The Committee To Act Without Faculty Senate Approval:  
The committee is empowered to report on its review of requests to establish new degree programs and requests to establish new minors to the Educational Policies and Planning Committee.
  8. Standard Meeting Time:  
The committee meeting time is scheduled for the second and fourth Thursday of each month.
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**Faculty Senate Agenda**  
**January 27, 2015**  
**Attachment 3.**

**COMMITTEE ON COMMITTEES REPORT**

First Reading of Proposed Revisions to the Student Academic Appellate Committee Charge

(Deletions are noted in ~~striketrough~~ and additions in **bold** print.)

1. Name: Student Academic Appellate Committee
2. Membership:  
~~8 elected faculty members~~ **7 regular and 2 alternate elected faculty members**  
Ex-officio members (with vote): The Chancellor or an appointed representative, the Provost or an appointed representative, the Vice Chancellor for Research and Graduate Studies or an appointed representative the Chair of the Faculty, one faculty senator selected by the Chair of the Faculty, and one student member from the Student Government Association.  
  
The chair of the committee may invite resource persons as necessary to realize the committee charge. The chair of the committee may appoint such subcommittees as he or she deems necessary.
3. Quorum: 4 elected members **including alternates** exclusive of ex-officio
4. Committee Responsibilities:
  - A. The committee serves as an appeals board for entering students who do not meet admission requirements.
  - B. The committee serves as an appeals board for students denied permission to drop a course.

- C. The committee serves as an appeals board for students who wish to appeal administrative decisions involving the interpretation and enforcement of policies pertaining to academic credits and standards.
  - D. The committee serves as an appeals board for students seeking readmission after being declared academically ineligible to return.
  - E. The committee serves as an appeals board for students appealing financial aid decisions.
  - F. The Committee reviews at least annually those sections within the *University Undergraduate Catalog* and *University Graduate Catalog* that correspond to the Committee's charge and recommends changes as necessary.
5. To Whom The Committee Reports:  
The committee reports its appellate decisions to the appropriate administrative office.
  6. How Often The Committee Reports:  
The committee reports to the Faculty Senate at least once a year and at other times as necessary.
  7. Power Of The Committee To Act Without Faculty Senate Approval:  
The committee is empowered to make appellate decisions regarding students as outlined in its committee responsibilities.
  8. Standard Meeting Time:  
The committee meeting time is scheduled for the first Wednesday of each month, **including January, June, July and August.**
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**Faculty Senate Agenda  
January 27, 2015  
Attachment 4.**

**FACULTY GOVERNANCE COMMITTEE**

Formal Faculty Advice on Proposed Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay Regulation

**No changes are being recommended.**

Related Policies:

Objectivity in Research Under Public Health Service Grants, Cooperative Agreements, or Contracts-REG10.45.02

ECU Patent Policy-POL10.40.01

ECU Copyright Regulation-REG10.40.02

ECU Use of University Facilities and Outdoor Facilities Regulation-REG07.30.05

UNC Policy Manual 300.2.2-Conflicts of Interest and Commitment

UNC Policy Manual 300.2.2[G]-Guidelines on Implementing the UNC Conflict of Interest and Commitment Policy

UNC Policy Manual 300.2.2.1[R]-Regulations on External Professional Activities for Pay by Faculty and Non-Faculty EPA Employees

UNC Policy Manual 300.2.2.2[R]-Regulations for Senior Academic and Administrative Officers on External Professional Activities for Pay and Honoraria

UNC Policy Manual 300.5.1-Political Activities of Employees

UNC Policy Manual 500.1-University Research Relationships with Private Enterprise and Publication of Research Findings

UNC Policy Manual 500.2-Patent and Copyright Policies

ECU COI/COC Standard Operating Procedures

BSOM Standard Operating Procedure - Conflicts of Interest Regarding Interactions with Industry

Additional References:

N.C. Gen. Stat. § 14-234 Public Officers or Employees Benefiting from Public Contracts; Exceptions

N.C. Gen. Stat. § 133-32 Gifts and Favors Regulated

N.C. Gen. Stat. § 138A State Government Ethics Act

N.C. Gen. Stat. § 126-22 The Privacy of State Employee Personnel Records

Public Health Service Conflict of Interest Regulation, Promoting Objectivity in Science 42 CFR 50 Subpart F

NIH Conflicts of Interest Resource Page

National Science Foundation Grant Policy Manual-Chapter V-Section 510

UNC GA Opinion Letter from David Lombard Harrison dated August 3, 3012

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APPENDIX

- I. Inappropriate Use or Exploitation of University Resources

1.INTRODUCTION

As relationships between ECU employees and students and private industry, federal and state governments, and nonprofit agencies have grown in number and scope, there has been a corresponding increase in concern about conflicts of interest and commitment. While these individuals are encouraged to engage in appropriate relationships with public and private agencies outside of the University, there is a need for commonly understood principles and corresponding procedures that will identify, address, and manage potential conflicts that would detract from or interfere with an employee's dedication of unbiased primary professional loyalty, time, and energy to University teaching, research, and service.



All members of the University community are expected to avoid conflicts of interest and conflicts of commitment that have the potential to directly and significantly affect the University's interests or compromise their objectivity in carrying out their University Employment Responsibilities, including research, service, and teaching activities and administrative duties, or otherwise compromise performance of University responsibilities, unless such conflicts are disclosed, reviewed, and appropriately managed in accordance with the provisions of this Regulation.

## 2.POLICY AND SCOPE

2.1 This Regulation sets forth procedures for implementation of the UNC Board of Governors' policy and guidelines concerning conflicts of interest and commitment and external professional activities for pay affecting University employment. Every individual has an obligation to become familiar with, and abide by, the provisions of this Regulation.

2.2 It is the policy of East Carolina University that activities undertaken by its faculty, staff, and students in furtherance of the mission of the University shall be conducted in an ethical and transparent manner, consistent with federal and state law and university policy.

All Covered Individuals (as defined at Section 3.6), including full-time and part-time EPA faculty and professional employees, are covered by this Regulation. This Regulation covers faculty and EPA non-faculty employees who are on leave if the leave is funded at least partially from University sources. It covers faculty and EPA non-faculty employees insofar as their University responsibilities are concerned, with additional specific requirements for individuals that apply for or receive, Public Health Service (PHS) funding by means of a grant or cooperative agreement.

## 3.DEFINITIONS

3.1 "Conflict of Commitment" (COC) relates to an individual's distribution of time and effort between obligations to University employment and participation in other activities outside of University employment. The latter may include such generally encouraged extensions of professional expertise as professional consulting (i.e. External Professional Activities for Pay). Such activities promote professional development and enrich the individual's contributions to the institution, to the profession, and to society. However, a conflict of commitment occurs when the pursuit of such outside activities involves an inordinate investment of time or is conducted at a time that interferes with the employee's fulfillment of University Employment Responsibilities.

3.2 "Conflict of Interest" (COI) relates to situations in which financial or other personal considerations, circumstances, or relationships may compromise, may involve the potential for compromising, or may have the appearance of compromising a Covered Individuals' objectivity in fulfilling their University duties or responsibilities, including research, service and teaching activities and administrative duties. The bias that such conflicts may impart can affect many University responsibilities, including decisions about personnel, the purchase of equipment and other supplies, the selection of instructional material for classroom use, the collection, analysis and interpretation of data, the sharing of research results, the choice of research protocols, the use of statistical methods, and the mentoring and judgment of student work. A Covered Individual may have a conflict of interest when he or she, or any member of that person's Immediate Family, has a personal financial interest in an activity that may affect decision making with respect to his or her University Employment Responsibilities.

- 3.3 “Conflict of Interest Committee” (COIC) is a standing committee appointed by the Institutional Official to make recommendations to the Conflict of Interest Officer regarding this Regulation, associated Standard Operating Procedures, and the management of COI/COC, including the development of appropriate COI/COC management mechanisms. The Committee shall consist of at least five members, four of which shall be faculty members and/or staff. An attorney from the Office of University Counsel will serve as a non-voting ex officio member of the COIC and will be available to advise regarding applicable law and university policies.
- 3.4 “Conflict of Interest Officer” (COIO) means the individual within the ECU Office of Research Integrity and Compliance who is delegated responsibility from the Institutional Official to implement this Regulation and associated SOPs, including the day-to-day operations of COI/COC management.
- 3.5 “Covered Employee” is defined as any faculty or EPA non-faculty person employed by the University of North Carolina or a Constituent Institution or other agency or unit of the University of North Carolina.
- 3.6 “Covered Individual” includes Covered Employee, Postdoctoral Fellow, or any individual involved in the design, conduct, and/or reporting of sponsored research at ECU, regardless of employee classification (CSS, SPA) or student status.
- 3.7 “External Professional Activities for Pay” is defined as any activity that: 1) is not included within one's University Employment Responsibilities; 2) is performed for any entity, public or private, other than the University employer; 3) is undertaken for compensation; and 4) is based upon the professional knowledge, experience and abilities of the employee. External activities for pay of employees covered by the State Personnel Act are addressed separately from this Regulation in the State Personnel Act, Section 3 Employment and Records, Secondary Employment.
- 3.8 “Department” means an academic department, a professional school without formally established departments, or any other administrative unit designated by the Chancellor for the purposes of implementing this Regulation. “Department Head” refers to the person with supervisory responsibility for the Covered Individual, whether in an academic or non-academic department.
- 3.9 “Disclosure” refers to a formal statement made by a Covered Individual that a Conflict of Interest or Commitment does or may exist. At a minimum, disclosures are made annually and as specified in the COI/COC SOPs and shall include the Covered Individual's Financial Interests. The process for making a Disclosure and the review thereof is described in the COC/COI SOPs.
- 3.10 “Financial Interest” is defined as:
- 3.10.1 Payment for services to the Covered Individual not otherwise defined as institutional salary (e.g. consulting fees, honoraria, paid authorship, royalties);
  - 3.10.2 Equity or other ownership interest in publicly or non-publicly traded entities (e.g. stock, stock options, or other ownership interest); or
  - 3.10.3 Intellectual property rights and interests upon receipt of income related to such rights and interests, held by the Covered Individual or members of his/her immediate family.

Income from investment vehicles, such as mutual funds or retirement accounts, in which the Covered Individual or member of his/her immediate family do not directly control the investment decisions and intellectual property rights assigned to the Institution and agreements to share in royalties related to such rights are excluded from the definition of Financial Interest. Covered Individuals are required to disclose Financial Interests in a timely manner.

- 3.11 “Honoraria” means a gratuitous payment of money or anything of value made to a person for services rendered for which fees cannot legally or are not traditionally made. Such payment is distinguished from hire or compensation for service. An example of Honoraria includes, but is not limited to, a payment made to a Covered Individual by an agency of the federal government or a private entity to offset costs incurred by that Covered Individual (such as travel, lodging, and food) incident to the performance of a service for the party paying the Honoraria.
- 3.12 “Human Subjects Research” means any systematic investigation that (a) is designed to develop or contribute to generalizable knowledge and (b) obtains data through intervention or interaction with living human individuals and/or obtains identifiable private information about living human individuals, including by means of observation or recording of behavior. Intervention includes both physical procedures and manipulations of the human subject or human subject’s environment that are performed for study purposes. Interaction includes communication or interpersonal contact between an investigator and a human subject. Private information includes information that individuals can reasonably expect will not be made public. This definition also encompasses any experiment that involves a test article and one or more human subjects (i.e., a “clinical investigation” per FDA regulations).
- 3.13 “Immediate Family” of a Covered Individual includes his or her spouse and dependent children.
- 3.14 “Inappropriate use or exploitation of University Resources” means using any services, facilities, equipment, supplies or personnel which members of the general public may not freely use for other than the conduct of University or other Institutional Responsibilities. A person engaged in external professional activities for pay may not use University Resources in the course and conduct of externally compensated activities, except as allowed by this Regulation. Under no circumstances may any employee use the services of another employee during University employment time to advance the externally compensated employee’s professional activities for pay. (See Appendix I)
- 3.15 “Institutional Official” (IO) means the individual responsible for implementation of this Regulation and associated SOPs and is the institution’s Chief Research Officer. The IO delegates this authority to the COIO, but remains ultimately responsible.
- 3.16 “Project” means any research, creative activity, testing, evaluation, service, training, and/or instructional plan conducted under the auspices of the University.
- 3.17 “Public Health Service” (PHS) means the section of the U.S. Department of Health and Human Services, and any components of the PHS to which the authority of the PHS may be delegated. The components of the PHS include, but are not limited to: the National Institutes of Health; Centers for Disease Control and Prevention; Food and Drug Administration; and Health Resources and Services Administration. Funding overseen by the financial conflict of interest regulations is issued by the Department of Health and Human Services (DHHS) and administered by the National Institutes of Health (NIH).

3.18 “University Employment Responsibilities” include primary duties and secondary duties.

3.18.1 Primary Duties consist of assigned teaching, scholarship, research, institutional service requirements, administrative duties and other assigned employment duties.

3.18.2 Secondary Duties may include professional affiliations and activities traditionally undertaken by Covered Individuals outside of the immediate University employment context. Secondary Duties may or may not entail the receipt of honoraria, remuneration, or the reimbursement of expenses (UNC Policy Manual, 300.2.2.2 [R]) and include:

3.18.2.1 membership in and service to professional associations and learned societies;

3.18.2.2 membership on professional review or advisory panels;

3.18.2.3 presentation of lectures, papers, concerts or exhibits;

3.18.2.4 participation in seminars and conferences;

3.18.2.5 reviewing or editing scholarly publications and books without receipt of compensation; and

3.18.2.6 service to accreditation bodies.

Secondary Duties, which demonstrate active participation in a profession, are encouraged provided they do not conflict or interfere with the timely and effective performance of the individual's Primary University Duties or University policies.

#### 4. CONFLICT OF INTEREST

This Regulation informs faculty about situations that generate conflicts of interest related to employment responsibilities, provides mechanisms for individuals and the Institution to manage those conflicts of interest that arise, and describes situations that are prohibited.

Every individual has an obligation to become familiar with, and abide by, the provisions of this Regulation. At a minimum, all are required to receive COI/COC training and annually complete a Disclosure. If a situation raising questions of COI/COC arises, Covered Individuals should discuss the situation with the COIO and are encouraged to make a formal Disclosure to the University.

##### 4.1 Categories of Potential Financial Conflicts of Interest.

Activities that may involve financial conflicts of interest can be categorized under four general headings: (1) those that are allowable if disclosed appropriately; (2) those that are allowable with administrative approval and are disclosed; (3) those that generally are not allowable and require an approved conflict of interest management plan; and (4) those that are not allowable under any circumstances. The following examples are merely illustrative and do not purport to include all possible situations within the four categories:

###### 4.1.1 Activities allowable if disclosed appropriately.

The examples cited below involve activities external to University employment, and thus, may present the appearance of a financial conflict of interest but have little or no potential for affecting the objectivity of the Covered Individual's performance of

University Employment Responsibilities; at most, such situations could prompt questions about Conflicts of Commitment.

If a Covered Individual meets his/her assigned workload, participation in allowable activities would permit:

4.1.1.1 A Covered Individual receiving royalties from the publication of books or for the licensure of patented inventions subject to ECU Patent and Copyright Policies.

4.1.1.2 A Covered Individual receiving compensation in the form of honoraria or expense reimbursement, in connection with service to professional associations, service on review panels, presentation of scholarly works, and participation in accreditation reviews.

#### 4.1.2 Activities requiring disclosure for further administrative review and analysis.

The examples cited below suggest a possibility of conflicting interests that can impair objectivity, but disclosure and resulting analysis of relationships may render the activity permissible and may result in the establishment of an approved management plan.

4.1.2.1 A Covered Individual requiring students to purchase the textbook or related instructional materials of the employee or members of his or her immediate family, which produces compensation for the employee or family member.

4.1.2.2 A Covered Individual receiving compensation or gratuities from any individual or entity doing business with the University. Note that no university employee may seek or receive any gift, reward, or promise of reward for recommending, influencing, or attempting to influence the award of a contract by his or her employer (See [G.S. 14-234](#) and [G.S. 138A](#)).

4.1.2.3 A Covered Individual serving on the board of directors or scientific advisory board of an enterprise that provides financial support for University research and the employee or a member of his or her immediate family may receive such financial support.

4.1.2.4 A Covered Individual or a member of his or her immediate family having an equity or ownership interest in a publicly or non-publicly-traded entity or enterprise.

4.1.2.5 Covered Individual accepting support for University research under conditions that require research results to be held confidential, unpublished, or inordinately delayed in publication. Research conducted by faculty or students under any form of sponsorship must maintain the University's open teaching and research philosophy and must adhere to a policy that prohibits secrecy in research. Such conditions on publication must be in compliance with *UNC Policy Manual*, [500.1](#) and [500.2](#), and with campus Intellectual Property policies.

#### 4.1.3 Activities or relationships generally not allowable or permitted unless an approved Conflict of Interest management plan is in place.

The examples cited below involve situations that are not generally permissible because they involve potential financial conflicts of interest or they present obvious opportunities or inducements to favor personal interests over institutional interests. An approved Conflict of Interest management plan is required.

4.1.3.1 A Covered Individual participating in University research involving a technology owned by or contractually obligated (by license, option to license, or otherwise) to an enterprise or entity in which the individual or a member of his or her immediate family has a consulting or EPAP relationship, has an equity or ownership interest, or holds an executive position.

4.1.3.2 A Covered Individual participating in University research that is funded by a grant or contract from an enterprise or entity in which the individual or a member of his or her immediate family has an equity or ownership interest.

4.1.3.3 A Covered Individual assigning students, postdoctoral fellows, or other trainees to University sponsored research projects sponsored by an enterprise or entity in which the individual or a member of his or her immediate family has equity or ownership interests.

4.1.4 Activities NOT allowable under any circumstances.

4.1.4.1 A Covered Individual making referrals of University business to an external enterprise in which the individual or a member of his or her immediate family has a financial interest.

4.1.4.2 A Covered Individual associating his or her own name with the University in such a way as to profit financially by trading on the reputation or goodwill of the University.

4.1.4.3 A Covered Individual making unauthorized use of privileged information acquired in connection with one's University responsibilities.

4.1.4.4 A Covered Individual signing agreements that assign Institution patent and other intellectual property rights to third parties without prior Institutional approval.

4.1.4.5 Any activity otherwise prohibited by law or university policy.

## 4.2 Honoraria

### 4.2.1 Honoraria Received Performing Secondary Duties.

Except as otherwise noted in this section, Covered Employees who receive an Honoraria while performing Secondary Duties, and not secondary employment, may receive and retain the Honoraria; provided, however, that all Honoraria, including the nature and amount of said Honoraria, must be disclosed to the Covered Employee's supervisor and to the COIO.

Covered Employees who are Senior Academic and Administrative Officers are subject to special regulations regarding honoraria which require leave to be taken when

External Professional Activities for Pay will take place during the regular work week. Please refer to the [UNC Policy Manual, 300.2.2.2\[R\]](#).

#### 4.2.2 Honoraria Received Performing Activities Related to University Employment Responsibilities.

In those instances when State-reimbursed travel, work time, or resources are used or when the activity can be construed as related to the Covered Individual's University Employment Responsibilities on behalf of the State, the employee shall not receive any financial consideration, including Honoraria. In these instances, the employee may request that the Honoraria be paid to the University. The Honoraria may be retained by the employee only for activities performed outside of normal working hours, as defined by the University, or while the employee is on earned paid or annual leave, and all expenses are the responsibility of the employee or a third party that is not a State entity.

Specifically, Covered Employees may not receive any financial consideration, including Honoraria, for engaging in activities that are related to general University Employment Responsibilities, but which are not Secondary Duties as defined in this Policy. For example, a University employee may be invited to speak at an event unrelated to the University, unrelated to research or field of study, and unrelated to that Covered Employee's Primary and Secondary Duties. In this case the Covered Employee may receive Honoraria, but may not request reimbursement or perform the activities on work time, without taking leave. Another example would be if a Covered Employee were asked to speak at a privately-sponsored symposium at the University, because of the Covered Employee's position on the faculty or the administration, but not in the course of performing Secondary Duties. Even if all speakers were to be given Honoraria at the symposium, the Covered Employee could not accept it because this activity would be considered related to that Covered Employee's University Employment Responsibilities.

#### 4.3 Gifts and University Contracts

4.3.1 Gifts Regulated. Pursuant to N.C. Gen. Stat. § 133-32(a), University employees who are charged with the duty of: 1) preparing plans, specifications, or estimates for public contract; or 2) award or administer public contracts; or 3) inspect or supervise construction may not willfully receive or accept any gift or favor from a contractor, subcontractor, or supplier who currently has a contract with a governmental agency, or has performed under such a contract within the past year, or anticipates bidding on such a contract in the future; provided, however, unless the gift or favor is permitted under N.C. Gen. Stat. 133-32(d). Further, pursuant to N.C. Gen. Stat. § 14-234, no University employee may solicit or receive any gift, favor, reward, service, or promise of reward, including a promise of future employment, in exchange for recommending, influencing, or attempting to influence the award of a contract by the University. Violation of these laws is a criminal offense.

4.3.2 No influencing of contract maker/administrator. Pursuant to N.C. Gen. Stat. § 14-234(a)(2), no University employee who will derive a direct benefit from a contract with the University (i.e., if the employee or his or her spouse) (1) has more than a ten percent (10%) ownership or other interest in an entity that is a party to a contract with the University; (2) derives income or commission directly from such contract; or (3) acquires property under the contract, may attempt to influence any person who is involved in making or administering the contract (i.e., if he or she: 1) participates in the development

of specifications or terms or in the preparation of the contract; or 2) oversees performance of the contract or has the authority to make decisions regarding the contract or to interpret the contract). This includes, but is not limited to, contracts for employment of an employee's spouse.

4.3.3 Although customary honoraria and reimbursement for actual costs generally are not considered to be gifts, if reimbursements or honoraria are significantly in excess of fair market value or customary amounts (e.g., expensive resort sojourns, coverage of family member expenses, etc.), they are de facto gifts and must be disclosed as such. Receipt of Honoraria or reimbursement is conditioned upon such being in compliance with all applicable laws and University policies, including Standard Operating Procedures adopted by University Departments.

4.3.4 University employees may not accept any financial or other favors in exchange for privileged access by current or potential University vendors to University facilities or employees. Covered individuals must report any personal compensation a project sponsor pays to or for the benefit of a covered individual outside contracted project support to the University.

4.3.5 A University employee may not receive compensation from an external source for performance of University work except through a University contract or grant. Any situation that involves a grant or a contract and an EPAP requires careful COI/COC management.

4.3.6 For purposes of this Regulation, gifts and donations that have been made to the University or to a University-affiliated foundation for the benefit of the professional activities of a covered individual, are considered to be a financial interest of the intended beneficiary and must be disclosed.

#### 4.4 Intellectual Property Transactions

##### 4.4.1 Required Action:

4.4.1.1 All Covered Individuals who are University inventors are required to disclose their and their Immediate Family's personal or financial interests related to the invention in the course of the licensing process.

4.4.1.2 Covered Individuals who are inventors of technologies licensed or otherwise made available by the University to a third party must complete and submit an applicable Conflict of Interest Disclosure before execution of the license or other agreement by the Office of Technology Transfer. Any Covered Individual who is an inventor and who holds equity in, is an officer or director of, or provides consultative services to, an entity that has licensed or otherwise acquired rights to University invention(s) or copyright(s) will be deemed to have a Conflict of Interest under this Regulation.

4.4.1.3 External consulting relationships between a Covered Individual who is an inventor and the licensee of that invention are permitted only when reviewed and approved in accordance with this Regulation and the COI/COC SOPs.



#### 4.5 Managing Conflicts of Interests

The Conflict of Interest Officer (COIO) administers the University's program to manage conflicts of interests and conflicts of commitment. The COIO will work with faculty, unit heads and other appropriate administrators, and the COIC to define appropriate management mechanisms for identified COI/COC or to determine that a COI/COC may not be managed. Possible measures to be taken in managing COI/COC include, but are not limited to:

- Public disclosures of Financial Interests
- Reformulation of the work plan
- Close monitoring of the project by an independent review committee
- Substituting supervisors and/or other personnel
- Termination or reduction of involvement in the project where a COI/COC cannot be managed
- Termination of inappropriate student involvement in projects
- Severance of relationships that pose actual, potential, or the appearance of conflicts
- Separation of the Covered Individual from involvement in Human Subjects Research in the critical areas of recruitment, inclusion/exclusion evaluation, enrollment, and adverse event evaluation and reporting

Covered Individuals shall comply with management mechanisms established by the COIO, including the COIO's determination that conflicts cannot be managed for a particular activity/activities. If a Covered Individual disagrees with management mechanisms established by the COIO, or the COIO's determination that conflicts cannot be managed for a particular activity/activities, the Covered Individual may appeal to the Institutional Official. The decision of the Institutional Official is final.

#### 4.6 Confidentiality

Conflict of Interest Disclosures, review information, and any related management plans containing information having direct bearing on a Covered Employee's employment are considered, generally, to be a part of that Covered Employee's Personnel File; provided, however, in certain circumstances, federal or state law may require or permit the University to disclose such information to third parties.

### 5. CONFLICT OF COMMITMENT AND EXTERNAL PROFESSIONAL ACTIVITIES FOR PAY

5.1 Although full-time faculty and other non-faculty EPA employment is not amenable to precise, time-clock analysis and monitoring, administrators at the department and school levels regularly evaluate the work of employees within their units. The formal occasions for determining whether a Covered Employee/Individual is devoting sufficient time and energy to University employment include regular reviews of performance. In addition, complaints from students, colleagues, or administrators about possible failures to meet assigned responsibilities may arise and require investigation. The issue, in each case, is whether the employee is meeting the requirements of the job. If presented with evidence that a faculty member is not meeting full-time responsibilities to the University, the UNC Policy Manual Chapter 100.1 prescribes that "neglect of duty" is a ground for disciplinary action, including the possibility of discharge. The following describe instances of activities that require specific monitoring to demonstrate the absence of conflict of commitment.

#### 5.2 External Professional Activities for Pay

The University of North Carolina and its constituent institutions seek to appoint and to retain, as employees, individuals of exceptional competence in their respective fields of professional endeavor. Because of their specialized knowledge and experience, these individuals have opportunities to apply their professional expertise to activities outside of their University employment, including secondary employment consisting of paid consultation with or other service to various public and private entities. These practical compensated applications of professional qualifications enhance capabilities in teaching, research, and administration. Thus, participation of covered individuals in external professional activities for pay, typically in the form of consulting, is an important characteristic of academic employment that often leads to significant societal benefits, including economic development through technology transfer. However, such external professional activities for pay are to be undertaken only if they do not:

- 5.2.1 Create a Conflict of Commitment by interfering with the obligation of the individual to carry out all primary University Employment Responsibilities in a timely and effective manner;
- 5.2.2 Create a Conflict of Interest because of the individual's status as a Covered Individual of the University;
- 5.2.3 Involve any inappropriate use or exploitation of University resources;
- 5.2.4 Make any use of the name of the University of North Carolina or ECU for any purpose other than professional identification;
- 5.2.5 Claim, explicitly or implicitly, any University responsibility for the conduct or outcome of the External Professional Activities for Pay.

### 5.3 Process

The [UNC Policy Manual, 300.2.2.1 \[R\]](#), contains provisions established to monitor possible Conflicts of Commitment. A faculty or non-faculty EPA employee who wishes to engage in External Professional Activity for Pay must adhere to this regulation to provide satisfactory assurances that such activity will not interfere with University Employment Responsibilities. This regulation may not apply to faculty and non-faculty EPA employees serving on academic year (9-month) contracts, if the External Professional Activity for Pay is wholly performed and completed outside of the contract service period and the activity does not conflict with the policies of ECU or The UNC Board of Governors and is not conducted concurrently with a contract service period for teaching, research, or other services to the Institution during a summer session.

- 5.4 Use of Annual Leave. Covered Employees who are faculty do not need to take annual leave for External Professional Activities for Pay so long as the faculty member complies with the notice and approval procedures of this Policy and that of the UNC Board of Governors (UNC Policy Manual 300.2.2.1[R]). In contrast, Senior Academic or Administrative Officers usually have to take annual leave for External Professional Activities for Pay.
- 5.5 Faculty may only engage in External Professional Activities for Pay when it does not interfere with the individual's University Employment Responsibilities with express approval from the appropriate Department Head, as stated in UNC Policy Manual, 300.2.2.1[R].

5.6 Political Activities. The Board of Governors has established rules for monitoring and regulating the involvement of University employees in political candidacy and office holding that could interfere with fulltime commitment to University duties. Please refer to [UNC Policy Manual, 300.5.1](#) for specific policy details.

## 6. ENFORCEMENT OF REGULATIONS

6.1 Possible sanctions for violation of this Regulation and associated COI/COC SOPs can range from administrative intervention to termination of employment or of enrollment in accordance with applicable University policies, including the Faculty Manual (Part IX, Section I, VI). Violations may include, but are not limited to: (a) failure to timely disclose personal or financial interests as required, failure or refusal to respond to requests for additional information, providing incomplete, misleading, or inaccurate information; (b) failure to comply with a prescribed management or monitoring plan; or (c) engaging in an External Activity for Pay without receiving prior approval.

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### APPENDIX I. Inappropriate use or exploitation of University Resources

1. "Inappropriate use or exploitation of University Resources" means using any services, facilities, equipment, supplies or personnel which members of the general public may not freely use for other than the conduct of University or other Institutional Responsibilities. A person engaged in external professional activities for pay may not use University Resources in the course and conduct of externally compensated activities, except as allowed by the ECU Regulation on Conflicts of Interest, Commitment, and External Professional Activities for Pay. Under no circumstances may any employee use the services of another employee during University employment time to advance the externally compensated employee's professional activities for pay.
2. Except where the use is in compliance with all of the following requirements, Covered Employees may not use University resources for the conduct of External Activities for Pay. Examples of such resources include, but are not limited to, offices, laboratories, classrooms, athletic facilities, materials, property, equipment, scientific instruments, software, databases, IT resources, or the services of another University employee. By using any University resource in the conduct of an EPAP, a Covered Employee is deemed to have agreed to the requirements specified in this Appendix I. The requirements for the use of University resources for the conduct of EPAPs include:
  - 2.1 The use must comply with all laws, regulatory requirements, applicable University policies, and the terms and conditions of university contracts. For example, if a software license states that software may only be used by the University for its business use, said software may not be used by a Covered Employee in his or her conduct of an external professional activity for pay.
  - 2.2 The Covered Employee is responsible for the use of the University resource(s) and shall indemnify and hold harmless the University for any damages, losses, costs, or other injuries sustained by the University, as a result of third party claims or otherwise, that result from or are related to such use. A Covered Employee shall always exercise reasonable care and use University resources in a safe and professional manner. In its sole discretion, the University may require a Covered Employee to purchase insurance coverage in connection with her/his use of University resources for EPAP, naming the University as an insured party, if the University determines at any time that the institution has any material risk of liability because

of the employee's activity. The amount and other requirements of such a policy shall meet or exceed any parameters the University deems appropriate for the situation.

- 2.3 The overall cost to the University must be negligible, i.e., the marginal cost of the use is nearly zero. There should be no financial consequence to the University for use of a University resource by a Covered Employee in the conduct of an EPAP.
- 2.4 The use must not interfere with a Covered Employee's ability to carry out University Employment Responsibilities in a timely and effective manner. Time spent engaged in the use of a University resource for the conduct of an External Professional Activity for Pay is not considered to be University work time.
- 2.5 The use must in no way interfere with the use of University resources for University purposes. The use of such resources in the support the University's teaching, research, service missions will at all times take priority.
- 2.6 The use neither expresses nor implies sponsorship or endorsement by the University of the Covered Employee's conduct of the EPAP. Mere identification of the University as the Covered Employee's employer is permitted, provided that such identification is not used in a manner that implies sponsorship or endorsement by the University. Any other use of the University's name, marks, or other indicia by the Covered Employee is prohibited.
- 2.7 Covered Employees do not have any expectation of privacy in the use of University Resources for the conduct of EPAPs. Employees are prohibited from storing confidential information associated with his/her EPAP on any University device or in any University facility, including but not limited to, computer hard drives, remote storage, or campus office space. The ECU Office of Internal Audit and Management Advisory Services, the State Auditor and others (including government regulatory agencies) may examine uses of University resources, including reviewing any and all information related to EPAP that may be found in or on any University facility or device, and the Covered Employee should not expect notification of such reviews.
- 2.8 The use of specialized equipment and/or facilities by a Covered Employee requires advance approval, in writing by:
  - 2.8.1 Administrator with the appropriate authority to approve EPAP use of a facility or site;
  - 2.8.2 The Covered Employee's Immediate Supervisor or Department Chair;
  - 2.8.3 The Covered Employee's next highest University Administrator; and
  - 2.8.4 Final Approval from the Chief Research Officer.
- 2.9 Documentation that the Covered Employee has received any specialized training necessary to appropriately conduct activities with said equipment, facilities, or site must be provided as part of a Covered Employee's request to use specialized equipment or facilities.
- 2.10 Employees must consult their supervisors and the COIO, in advance, regarding use of University resources for EPAPs to ensure that said use is appropriate under University policy and applicable law.
- 2.11 The University may require a Covered Employee, or his or her affiliated legal entity, to enter into a Facility Use Agreement with the University that specifies the terms and conditions under which the Covered Employee may use University facilities, which may include payment of use

fees and other charges. For example, such an agreement would be required where an Athletic Coach or a faculty member may wish to operate a for-profit summer camp on University property.

- 2.12 Confidential information in the possession of the University, including that to which the Covered Employee may otherwise have access to in the performance of University Employment Responsibilities, may never be used by a Covered Employee for the conduct of an EPAP. Such information includes, but is not limited to, education records, protected health information, personally identifiable information (such as social security numbers and credit card information), personnel file materials, university research records and information relating to University owned intellectual property, generally, and any other information that is made confidential by law.
- 2.13 Under no circumstances may any employee use the services of another employee during University employment time to advance the externally compensated employee's professional activities for pay.
- 2.14 Covered Employees acknowledge that violation of these requirements is grounds for disciplinary action, up to and including, termination of University employment.

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**Faculty Senate Agenda**  
**January 27, 2015**  
**Attachment 5.**

**DISTANCE EDUCATION AND LEARNING TECHNOLOGY COMMITTEE REPORT**  
Formal Faculty Advice on Proposed Web Content Regulation

**Report postponed until the February 17, 2015 Faculty Senate meeting.**

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**Faculty Senate Agenda**  
**January 27, 2015**  
**Attachment 6.**

**ADMISSION AND RETENTION POLICIES COMMITTEE**  
Proposed Revisions to the *University Undergraduate Catalog* referencing  
Readmission Under Forgiveness Policy

(Deletions are noted in ~~strikethrough~~ and additions in **bold** print.)

“Readmission Under Forgiveness Policy

Former East Carolina University students who have not been enrolled at ECU for a minimum of ~~three~~ **two** consecutive academic years (~~six semesters~~ **four semesters**, summer sessions excluded) may request readmission under the Forgiveness Policy. Such requests must be submitted on the application for readmission according to application deadline dates as specified above. Students who have been enrolled at another regionally accredited college or university since their last enrollment at East Carolina University must submit to the Office of Admissions official transcripts indicating that a minimum cumulative 2.5 average has been earned in all transferable courses attempted.

**Subsequent East Carolina University-based GPAs of students readmitted under this policy will be computed without inclusion of previous course work in which a failing grade (F) was received.**

**Students returning under the forgiveness policy will return under one of the following classifications:**

- 1. Students whose cumulative GPAs are 2.0 or above once the failing grades are removed will be placed on Good Standing during the first semester of attendance.**
- 2. Students whose cumulative GPA are less than 2.0 once the failing grades are removed will be placed on Probation during the first semester of attendance.**

**Students will be held accountable for the Academic Standing and Academic Progress requirements as identified in the Academic Rules and Regulations section.**

~~Student should be aware, however, that all ECU grades, including those earned prior to readmission under the forgiveness policy, will be included in calculations for consideration for degrees with distinction.~~

~~A student may take advantage of the readmission under the Forgiveness Policy only one time. Those readmitted under this policy are on academic probation for the first 19 semester hours of attempted course work. At the end of the term in which the nineteenth semester hour is attempted, a minimum cumulative 2.0 average must have been earned at East Carolina University on all course work attempted since readmission under forgiveness. Failure to meet this stipulation will result in the student being ineligible, except for summer school, until such time as the 2.0 average is obtained.~~

**A student may be readmitted under the Forgiveness Policy only one time.**

**For degrees with distinction, all ECU grades, including those earned prior to readmission under the forgiveness policy, will be included in calculations.**

Students should be aware that the Readmission under Forgiveness Policy is an ECU policy that is not recognized in the US Department of Education's calculation of financial aid eligibility. Students who plan to apply to or receive financial aid should contact the financial aid office. Cashier accounts must be cleared of any outstanding balance, if any, prior to registration for the term of readmission.

Students should also be aware that a substantial tuition surcharge may be applied in accordance with the rules established by the Board of Governors or other appropriate legislative body."

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**Faculty Senate Agenda  
January 27, 2015  
Attachment 7.**

### **ADMISSION AND RETENTION POLICIES COMMITTEE**

Response to the UNC Fostering Undergraduate Student Success (FUSS) Policies

In response to the UNC Fostering Undergraduate Student Success (FUSS) policies, the Admission and Retention Policies Committee was charged with the task of addressing East Carolina University's compliance. The specific charged was to review items 1-5 below and suggest how the compliance will be monitored, and bring them forward to the Senate for approval.

1. Determine whether it is reasonable or desirable to implement a campus-wide practice of monitoring course offerings to ensure students' ability to graduate within four years, or whether current, department and college-level efforts are sufficient.

**Response:** Course offerings are sufficiently monitored at the college and unit levels to ensure students' ability to graduate within four years.

2. Determine what "appropriate student progress" is vis-à-vis the general education curriculum and where ECU's Foundations Curriculum requirements allow students to make such progress (Part III, Section C(1)).

**Response:** Appropriate student progress is the successful completion of a significant number of courses at the appropriate numerical level in accordance with a given student's years enrolled at ECU.

3. Determine what constitutes potentially "excessive" and "unnecessary" extra-foundations requirements and whether ECU program currently have any such excessive or unnecessary requirements.

**Response:** Excessive Foundations requirements are those that are so restrictive that if a student were to change programs/majors he/she would require additional semesters to meet the FC of another program/major. The programs that ECU has in this category are high-demand and successful programs.

4. Determine what constitutes "excessive" admission requirements to majors and whether ECU has programs that impose such excessive requirements.

**Response:** Excessive admission requirements are admission requirements so high/extensive that those not admitted to the program require additional time (semesters) in another program to attain graduation. The programs that ECU has in this category are high-demand and successful programs.

5. Determine how compliance with these regulations will be maintained into the future, including the triennial review called for in Part III, Section C.

**Response:** The role of overseeing compliance with FUSS policies must be written into the charge of a Faculty Senate Committee. This is the responsibility of ECU's Committee on Committees.