

**EAST CAROLINA UNIVERSITY
2016-2017 FACULTY SENATE**

The fifth regular meeting of the 2016/2017 Faculty Senate will be held on
Tuesday, January 24, 2017, at 2:10 pm in the Mendenhall Student Great Rooms

AGENDA

MEDIASITE LINK

- I. **Call to Order**
- II. **Approval of Minutes**

[December 6, 2016](#)
- III. **Special Order of the Day**
 - A. Roll Call
 - B. [Announcements](#)
 - C. Cecil Staton, Chancellor
Report on Faculty Employment, including 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](#) (all units)
[Longitudinal Profile of Faculty Tenure Status](#) (excluding Medicine and Dental Medicine)
 - D. Ron Mitchelson, Provost and Vice Chancellor for Academic Affairs
 - E. Bill Koch, Associate Vice Chancellor with Campus Operations and Deb Garfi, Director of Parking Services
[Annual report](#) on Parking and Transportation Services
 - F. John Stiller, Chair of the Faculty
 - G. Andrew Morehead, Faculty Assembly Delegate
Report on [January 6, 2017](#) UNC Faculty Assembly Meeting and consideration of UNC Faculty Assembly Resolutions on Faculty Compensation (attachment 1) and Southern Associations of Colleges and Schools Commission on Colleges Compliance (attachment 2).
 - H. Question Period
- IV. **Unfinished Business**

V. Report of Graduate Council

Graduate Council, Denise Donica

Formal faculty advice on curriculum and academic matters acted on and recorded in the [December 5, 2016](#), Graduate Council minutes, including curriculum action items (GC 15-33) within the Graduate Curriculum Committee meeting minutes from [November 2, 2016](#), and [November 16, 2016](#) which included packages submitted by the Department of Addictions and Rehabilitation Studies and the Department of Advanced Practice Nursing and Education and policy matters acted on and recorded in the [December 5, 2016](#), Graduate Council minutes (GC 15-34) including Graduate Assistant eligibility policy revision for Admit by Exception (AE) students.

VI. Report of Committees

- A. Undergraduate Curriculum Committee, Jean Luc Scemama
1. Curriculum and academic matters acted on and recorded in the meeting minutes of [December 8, 2016](#) including curricular actions within the History, Criminal Justice, and Interior Design and Merchandising departments and the Construction Management, Engineering, English (Second Language), Science Education, Special Education (Adapted Curriculum), Special Education (General Curriculum) and University Studies BS programs.
 2. Curriculum and academic matters acted on and recorded in the meeting minutes of [December 15, 2016](#) including curriculum actions within the English, Special Education, Foundations and Research, Addictions and Rehabilitation Studies departments.
- B. Service Learning Committee, Marissa Nesbit
- Curriculum matters acted on and recorded in the meeting minutes of [December 13, 2016](#) including service learning (SL) designation for SPED 3003: Academic Instruction for Students in the Adapted Curriculum and MGMT 4272: Family Business.
- C. Educational Policies and Planning Committee, Don Chaney
1. Curriculum and academic matters acted on and recorded in the [December 9, 2016](#) meeting minutes including request to revise MS in Rehabilitation and Career Counseling (increasing the required semester hours) in the Department of Addictions and Rehabilitation Studies within the College of Allied Health Sciences; request to discontinue undergraduate certificate in Atmospheric Science and establish an undergraduate minor in Atmospheric Science in the Department of Geography, Planning and Environment within the College of Arts and Sciences; request to establish new concentrations in the BS in Political Science: (1) Campaigns, Elections, and American Politics; (2) Pre-Law; (3) International Relations/Comparative Politics; (4) Public Administration/Policy & State and Local Government in the Department of Political Science within the College of Arts and Sciences; request to establish an undergraduate certificate in Professional Selling in the Department of Marketing and Supply Chain Management within the College of Business and a revised response to a program review of the PhD in Biochemistry in the Department of Biochemistry and Molecular Biology within the School of Medicine.

2. Curriculum and academic matters acted on and recorded in the [January 13, 2017](#) meeting minutes including requests to deliver existing programs via DE – MS in Sustainable Tourism and Hospitality within the School of Hospitality Leadership in the College of Business and a BS in Health Information Management within the Department of Health Services and Information Management in the College of Allied Health Sciences, approval of a new Dual Language Immersion (DLI) Administration Concentration in the Educational Specialist (EdS) in Educational Administration and Supervision within the Department of Educational Leadership in the College of Education and discussion of the revised Academic Program Review Guidelines and revised processes for curricular and programmatic changes. (Proposed revisions to the *ECU Faculty Manual*, Part VI, Section VII. Curriculum Procedures and Academic Program Development will be brought forward to the Senate later in the Spring.)
- D. Committee on Committees, Crystal Chambers
Election of Two Delegate and Two Alternate UNC Faculty Assembly Representatives (attachment 3).
 - E. University Budget Committee, Jeff Popke
Formal faculty advice on the Temporary Variable Incentive (TVI) Plan for Sponsored Activities (attachment 4).
 - F. Unit Code Screening Committee, Cheryl Johnson
Revised Department of [Foreign Languages and Literatures](#) and Department of [Geological Sciences](#) Unit Codes of Operation.

VII. New Business

Resolution in Support of the University Wellness Committee's Efforts to Strengthen Tobacco Regulations at ECU, Joseph Lee (attachment 5).

Faculty Senate Agenda
January 24, 2017
Attachment 1.

UNC FACULTY ASSEMBLY REPORT
Resolution 2017-2 on Faculty Compensation
(Approved by the UNC Faculty Assembly January 06, 2017)

Whereas, Faculty and Staff constitute the core of the educational mission of the UNC system; and

Whereas, Faculty and Staff are those most directly involved in improving admissions, retention and student success; and

Whereas, Faculty and Staff have barely received minimal increase in compensation over the past 10 years at a rate that trails far behind inflation; and

Whereas, Market-driven starting salaries for new faculty and staff continue to create salary compression, and, at times, inversions, for those faculty with more longevity of service; and

Whereas, Faculty salaries should be compared to those in other professions that required intensive academic background, such as physicians; and

Whereas, the ratio of salary compensation between Tier 1 administrators and faculty/staff continues to increase at a dramatic rate; and

Whereas, the success of the Strategic Plan depends entirely on the work of faculty and staff; and

Whereas, there are considerations to provide substantial incentives for chancellors based on success of the Strategic Plan while the work is actually accomplished by faculty and staff,

Resolved, That General Administration include as an utmost priority on the legislative agenda a request for across-the-board salary increases for all faculty and staff; and

Resolved, that in addition, General Administration also inserts as a priority on the legislative agenda a request for merit increases and replenishment of the faculty retention fund.

**Faculty Senate Agenda
January 24, 2017
Attachment 2.**

UNC FACULTY ASSEMBLY REPORT
Resolution 2017-3 on Southern Associations of Colleges
and Schools Commission on Colleges Compliance
(Approved by the UNC Faculty Assembly January 06, 2017)

Whereas, the Southern Associations of Colleges and Schools Commission on Colleges (SACSCOC) requires integrity to govern the operation of institutions and that those institutions provide evidence of and information on practices that might not be in compliance with the Principles of Accreditation; and

Whereas, the Commission requires that the operating boards of such institutions may not be controlled by a minority of board members or by organizations or interests separate from it; and

Whereas, the Commission requires that the legal authority and operating control of the institution are clearly defined for the following areas within the institution’s governance structure: the institution’s mission; the fiscal stability of the institution; and institutional policy; and

Whereas, the Commission requires that the governing board is free from undue influence from political, religious, or other external bodies and protects the institution from such influence; and

Whereas, the North Carolina General Assembly (NCGA) and the UNC system Board of Governors (BOG) have engaged in practices that appear to violate these and other governance principles established by the Commission on Colleges; and

Whereas, these system-wide practices may result in lack of compliance of the individual institutions of the UNC system with the Principles of Accreditation;

Resolved, That UNC Faculty Assembly has serious concerns about the implications of the actions of the NCGA and the BOG.

Compliance issues with the standards set forth by SACSCOC are listed below*:

	BOG Actions	Action Type	SACSCOC	Facts
1	Post Tenure Review	UNC Code Change 400.3.3	3.7.5	Policies changed system-wide in spite of opposing resolutions from the campuses
2	Chancellor searches	UNC Code Change 300.1.1(II.A.4)	3.2.1	BOG members are now active participants on CEO searches

	BOG Actions	Action Type	SACSCOC	Facts
3	Research centers	UNC Code Change 400.5[R](II.E)	3.7.5	Campus management prerogatives were abrogated, several centers were dissolved for reasons other than those publicly stated
4	President search	UNC Code Change 200.3	3.2.1	Policies for president searches changed over BOG and Faculty Assembly objections
5	Legislators in attendance at BOG meetings	Law violation NC GS 116-7(b), 116-10, 116-11 (2)	3.2.4 , 2.2	Members of the NCGA have become active participants in BOG meetings

	NCGA Actions	Action Type	SACSCOC	Facts
6	"Packed" BOG	Violation of historical precedent	3.2.4, 3.2.2	Membership of the BOG reconstituted with partisan bias
7	Legislators sitting at the table at BOG meetings	Law violation NC GS 116- 7(b), 116-10, 116-11 (2)	3.2.4, 2.2	Member of the NCGA have become active participants in BOG meetings
8	President search interference	Law Change Session law 2015-300; NC GS 116-14	3.2.4 3.2.1 2.2	Law enacted bypassing authority previously delegated to the Board
9	Board term limit interference	Law Change Session Law 2015-300; NC GS 116-6(e)	3.2.2	Enacted without explanation during controversial President search process; practical effect was removal of the BOG Chair
10	SAE Fraternities	Law Change 2013-413 PART II SECTION 6(c); 116-40.11	3.2.4, 2.2	Members of NCGSA interfering with campus handling of sanctions to student organization and student appeals
11	Laws enacted affecting admission standards, tuition, fees.	Law Changes Session law 2016-94 PART IX. UNIVERSITIES; NC GS 116	3.2.2	Laws bypassed prerogative authority delegated to governing boards, and institutional financial solvency.

	NCGA Actions	Action Type	SACSCOC	Facts
12	Lab schools. Unfunded mandate to create 8 lab schools at 8 campuses	Law Change, Session law 2016-94 PART IX. UNIVERSITIES, SECTION 11.6.(a); Law violation, NC GS 116-11 (2)	3.2.2	Laws bypassed prerogative authority delegated to governing boards, also disregarding principles of shared governance
13	“Collaboratory“	Law violation, NC GS 116-11 (2), and (9)a; UNC Code violation 400.5[R]	3.2.4, 3.2.2	Mandate to create a research center with specified duties
14	Chapel Hill fine reversal	Law violation, Session law 2016-94 SECTION 11.9; NC GS 116-11 (2); Constitutional violation, NC Constitution Article II Section 24 (1)(i)	3.2.2	Law reversing actions of the BOG
15	Trustees selection	Law change, Session law 2016-126 PART II SECTION 35; NC GS 116-31; Constitutional violation, NC Constitution Article IX Section 8	3.2.4, 2.2	Law recognized at a national level as a politically motivated effort to restrict the power of the governor-elect

- 2.2 Governing Boards
 - 3.2.1 CEO Evaluation/selection
 - 3.2.2 Governing Board Control
 - 3.2.4 External Influence on governing Boards
 - 3.2.6 Board/Administration distinction
 - 3.7.5 Faculty Governance

*Actions of concern are listed in chronological order.

Faculty Senate Agenda
January 24, 2017
Attachment 3.

COMMITTEE ON COMMITTEES REPORT

Election of Two Delegate and Two Alternate UNC Faculty Assembly Representatives

Nominees to Two Delegate Seats:

George Bailey, Philosophy and Religious Studies
 Cynthia Deale, Hospitality Leadership

Nominees to Two Alternate Seats:

Josie Bowman, Nursing
 Marysia Grzybowski, Medicine (Public Health)

CURRENT ECU FACULTY ASSEMBLY DELEGATION

<i>Delegates</i>	<i>Academic Unit</i>	<i>Term</i>	<i>Office Location</i>	<i>Tele #</i>
John Stiller <i>Chair of the Faculty term begins and ends with term in office.</i>	Chair of the Faculty Biology	2017	Howell Science Complex, S301-A	328-2738
Cynthia Deale	Hospitality Leadership	2017	Rivers 313	737-4195
James Holloway	Business	2017	Slay	737-1042
Mike Felts	Health and Human Performance	2018	Belk 2203	328-4636
Anne Ticknor	Education	2019	Speight 209	328-6400

<i>Alternates</i>	<i>Academic Unit</i>	<i>Term</i>	<i>Office Location</i>	<i>Tele #</i>
Robert Kulesher	Allied Health Sciences	2017	Health Sciences 4340	744-6174
George Bailey	Philosophy and Religious Studies	2017	Brewster A-330	328-6121
Crystal Chambers	Education	2018	Ragsdale Hall 212	328-4649
Ralph Scott	Academic Library Services	2019	Joyner 4106	328-0265
Chris Duffrin	Medicine	2019	Family Medicine Center	744-2589

UNIVERSITY BUDGET COMMITTEE REPORT

Formal Faculty Advice on the Temporary Variable Incentive (TVI) Plan for Sponsored Activities

The Committee deemed the plan worthy of support with only a few recommended changes **highlighted** below.

Related Policies: UNC Board of Governors Policy 300.2.14

<https://www.northcarolina.edu/apps/policy/index.php?pg=vs&id=319&added=1>

East Carolina University Policy on Non-Salary and Deferred Compensation for Employees Exempt from the Human Resources Act

1. Introduction/Purpose

In compliance with The UNC Policy Manual 300.2.14, "Nonsalary and Deferred Compensation", ECU's "Non-Salary and Deferred Compensation Policy for Employees Exempt from the Human Resources Act (EHRA)" exempts compensation that is authorized and paid in accordance with a faculty practice plan and/or faculty incentive pay plan including, but not limited to, this Temporary Variable Incentive (TVI) Plan for Sponsored Activities (the "Plan"), as approved by the Chancellor and the ECU Board of Trustees, and, if/as necessary, duly reported to the UNC Board of Governors. This Plan is a performance-based incentive program intended to support recruiting and retaining faculty who are particularly productive at obtaining external grant awards that recover, or lapse, state-appropriated salary support, which can be reallocated to support the academic enterprise.

2. Notice of Nondiscrimination and Affirmative Action

Administration of the TVI Plan for Sponsored Activities shall be consistent with ECU's Notice of Nondiscrimination and Affirmative Action Policy. To assess for adverse impact, statistical analyses will be conducted annually by the Office for Equity and Diversity

3. Definitions

Institutional Base Salary (IBS) – the annual compensation set and approved by ECU for individuals holding faculty appointments and paid at the direction of the university from all approved salary sources through the ECU payroll and/or the payroll of the affiliated clinical practice plans. The IBS must be included and accounted for as part of the ECU institutional effort reporting and, therefore, includes compensation from state appropriations and extramural grants and contracts to the university and excludes temporary compensation such as supplements, stipends, performance and lump sum bonus payments, honoraria, housing allowances and reimbursement payments.

Temporary Variable Incentive (TVI) – A temporary increase in compensation to recognize and incentivize exceptional performance in achieving productivity targets in the area of scholarly and extramurally-funded activity/research. TVI does not affect the Institutional Base Salary.

Adjusted Aggregate Salary Recovered – The state salary recovered from assigning effort to an extramural funding source, less any funds paid by the unit to directly enable the faculty member to undertake the activity paid from extramural funds (e.g., buy-out of regularly assigned courses). If the employee meets all regularly assigned teaching, service, and scholarship responsibilities, there is no adjustment to the aggregate salary recovered.

Grant and Contract Reassign Time Funds (GCRT) – State appropriated salary compensation recovered as a result of effort assigned to extramurally funded projects and converted to operating funds.

4. Justification

The TVI aligns with UNC and ECU strategic plans by providing financial incentive to 1) recruit and retain the faculty that are competitive for extramural funding, and 2) incentivize pursuit of extramural funding that covers direct programmatic costs, recovers a portion of indirect (i.e., Facilities and Administration (F&A)) costs, and offsets state appropriated salary that can be converted to operating funds (i.e., GCRT).

5. Eligibility

Faculty covered by this Plan include full-time tenured, tenure track, and fixed term faculty. To be eligible to participate, the faculty member must recover salary normally paid from state appropriations by assigning effort to extramural funding, including grants and contracts in support of research, instruction, and service. Eligible faculty members may elect to enroll in this Plan; participation is not compulsory. Distribution of TVI and GCRT are mutually exclusive (see Section 8 below), and faculty members should consider the potential impact of TVI payments on return of GCRT funds to their programs when enrolling in the TVI plan. Faculty members must enroll no later than the start of each fiscal year quarter (i.e., first day of the month) if they are to participate in the Plan for the respective quarter. Requests for TVI payments are made through the Chair or Director of the faculty member's administrative home (i.e., department or school). Final approval for the amount of TVI funds distributed to a faculty member under the Plan resides with the Dean of the faculty member's administrative home and must take into account the faculty member's performance across all of their assigned duties. **Only faculty members who are satisfactorily performing all assigned duties as determined by their immediate supervisor are eligible.** ~~Only faculty members with exemplary performance across all of their assigned duties are eligible.~~ **Exemplary** Such performance must be documented in faculty annual evaluations, progress towards tenure evaluations, and post-tenure review evaluations. Overall excellence **performance** must be reviewed and confirmed by the unit's personnel committee prior to enrolling in the TVI Plan.

6. Quality of the Activity

Awarding of grants and contracts is a highly competitive process involving internal approval prior to submission of the proposal, and extensive documentation and critical review by the sponsor. To ensure a high level of confidence in the review processes and quality of the sponsored activity, the Vice Chancellor for Research, Economic Development, and Engagement (REDE) will maintain a standard list of accepted grantors for purposes of TVI (e.g., National Institutes of Health, National Science Foundation, Department of Defense, Department of Energy, Department of Education, National Endowment for the Arts, National Endowment for Humanities, Rockefeller Foundation). Requests to have sponsors added to the list must be submitted to and approved by the Vice Chancellor for REDE prior to enrolling in the TVI plan. For sponsors on the standard list, no further internal review of the quality of the funded activity is required.

7. Formula

The amount of TVI that a faculty member can receive is based on the amount of state salary that is recovered and the faculty member's IBS. A graduated performance scale is applied to encourage greater salary recovery and to provide a uniform supplemental compensation plan.

Adjusted Aggregate Salary Recovered	Maximum Total Supplement Allowed
≥ 15% but < 25%	5% above IBS
≥ 25% but < 35%	10% above IBS
≥ 35% but < 50%	15% above IBS
≥ 50% Effort	20% above IBS

8. Exceptions

Distribution of GCRT and distribution of TVI to faculty members are mutually exclusive. In units that distribute GCRT to faculty generating the recovered salary, a faculty member’s GCRT distribution is reduced by an amount equivalent to the TVI received in that quarter. TVI is not additive to distributed GCRT.

The total distribution of TVI and GCRT related to an extramural funding source, inclusive of GCRT and TVI distributions to all faculty members associated with the award, will not exceed 50% of the total state appropriated salary recovered by effort assigned to that fund source.

Distribution of TVI and other performance-based payments linked to salary recovery under other plans, such as the Brody School of Medicine Temporary Variable Supplement Plan, are mutually exclusive.

The Chair or Director, and Dean may restrict distribution of TVI to employees for reasons including, but not limited to, disciplinary actions, repayment of previous investments such as recruitment or retention packages, and equity within and across units.

**Faculty Senate Agenda
January 24, 2017
Attachment 5.**

NEW BUSINESS

Resolution in Support of the University Wellness Committee’s Efforts to Strengthen Tobacco Regulations at ECU

Presented by Joseph Lee, College of Health and Human Performance

Whereas, the 2014-2019 Strategic Plan says, “**We will** model healthy lifestyles for the region. We will be a leader in workplace wellness.”

Whereas, tobacco-free campus policies are recommended by the American College Health Association to promote the health and wellness of faculty, staff, and students.

Whereas, tobacco-free campus policies can help students and employees overcome addiction to tobacco products.

Whereas, there is no safe level of secondhand smoke.

Whereas, compliance with a tobacco-free policy can be achieved largely through educational campaigns.

Whereas, over 1,100 campuses have successfully adopted tobacco-free campus policies across the United States. This includes 47 colleges and universities in North Carolina.

Whereas, among HLTH 1000 students in spring 2015, 69% reported that making “this campus completely tobacco-free” would have a somewhat positive or extremely positive impact on student quality of life.

Therefore, be it resolved, the Faculty Senate is supportive of efforts by the University Wellness Committee (UWC) to strengthen the campus’s smoking regulations.

Note: Currently smoking is banned within 25’ of campus buildings on the Academic Affairs campus. On the Health Sciences campus, smoking is allowed only in designated smoking gazebos. The UWC is proposing a 100’ tobacco-free (including electronic nicotine delivery systems) regulation on the academic affairs campus (the maximum allowed by NCGS §143-599). The UWC is proposing to make the Health Sciences campus completely tobacco free (per NCGS §143-599, the Health Sciences campus is allowed to be completely tobacco free).

Be it further resolved that the goal of a tobacco-free campus policy is not to enforce punitive sanctions on students or employees but to model health, support quitting, and build a health promoting campus with compliance inspired by education and respect.

List of Campus Organizations Formally Supporting Stronger Tobacco Policies
(January 10, 2017)

Academic Library Services Alpha Epsilon Delta Alpha Phi Alpha Fraternity, Inc. Ambassadors American Medical Student Association Black Student Union Brody School of Medicine Council Campus Recreation and Wellness College of Health and Human Performance College of Nursing DanceAbility Department of Anthropology Department of Health Education and Promotion Department of Kinesiology Department of Psychiatry and Behavioral Medicine Department of Psychology Eta Sigma Gamma	Gamma Sigma Sigma Healthy Pirates HOSA National Society of Black Engineers Preconception Educating Pirates (PEP) Squad Public Health Organization Relay for Life School of Dental Medicine School of Social Work TEAM Timmy Global Health
---	---