



2017-2018 FACULTY SENATE

The fifth regular meeting of the 2017/2018 Faculty Senate will be held on **Tuesday, January 30, 2018**, at 2:10 pm in the Mendenhall Student Center Great Rooms.

AGENDA

[mediasite recording](#)

I. Call to Order

II. Approval of Minutes

December 12, 2017

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. The "Full and Part-Time Faculty by Unit and Tenure Status" does not identify faculty numbers by gender, due to expressed concerns with providing data that could potentially be personally identifiable.)

[Faculty FTE by Unit and Gender](#)

[Full and Part-Time Faculty by Unit and Tenure Status](#)

[Longitudinal Profile of Faculty Tenure Status and Percent Totals](#) (all units)

[Longitudinal Profile of Faculty Tenure Status](#) (excluding Medicine and Dental Medicine)

D. Jay Golden, Vice Chancellor for Research, Economic Development and Engagement
Update on Research Clusters

E. Bill Koch, Associate Vice Chancellor with Campus Operations and Deb Garfi, Director of Parking Services

[Annual report](#) on Parking and Transportation Services, including price comparison for North Carolina Institutions

F. John Stiller, Chair of the Faculty

G. Question Period

IV. Unfinished Business

V. Report of Graduate Council

Graduate Council, Ron Preston

Formal faculty advice on curriculum and academic matters acted on and recorded in the [January 22, 2018](#) Graduate Council minutes, including curriculum action items (GC 18-2) within the Graduate Curriculum Committee meeting minutes from [December 6, 2017](#) which included packages submitted by the Department of Physician Assistant Studies, and the Department of Health and Information Management within the College of Allied Health Sciences. Programmatic actions within the Graduate Curriculum Committee meeting minutes of [January 22, 2018](#) were forwarded to the Educational Policies and Planning Committee (EPPC), and included a revision of an existing degree: Physician Assistant (MS) in the Department of Physician Assistant Studies within the College of Allied Health Sciences.

VI. Report of Committees

A. Committee on Committees, Nancy Winterbauer

Election of One Delegate and One Alternate UNC Faculty Assembly Representatives (attachment 1).

B. Faculty Welfare Committee, Chris Duffrin

Revised Diversity Plan (with Metrics) (attachment 2).

C. Undergraduate Curriculum Committee, Jean Luc Scemama

1. Curriculum and academic matters acted on and recorded in the meeting minutes of [December 14, 2017](#) including curricular actions within the College of Business, Department of English and Department of Biology and level 1 curriculum items approved by its delegated authority and being reported here for informational purposes.
2. Curriculum and academic matters acted on and recorded in the meeting minutes of [January 11, 2018](#) including curricular actions within the College of Business, discussion on the faculty curriculum liaison program and level 1 curriculum items approved by its delegated authority and being reported here for informational purposes.

D. Writing Across the Curriculum Committee, Jennifer Scott Mobley

Curriculum matters acted on and recorded in the e-meeting of [December 4, 2017](#) including writing intensive (WI) designation for HNRS 4500: Signature Honors Project I and HNRS 4550: Signature Honors Project 2 and removal of WI designation for THEA 4080: Musical Theatre Practicum and IDSN 3001: Special Topics in Interior Design, IDSN 3002: Special Topics in Interior Design and IDSN 3003: Special Topics in Interior Design.

E. Educational Policies and Planning Committee, Don Chaney

Curriculum and academic matters acted on and recorded in the [January 12, 2018](#) meeting minutes including a request to plan a new degree program: BS in Entrepreneurship in the Miller School of Entrepreneurship within the College of Business.

VII. New Business

COMMITTEE ON COMMITTEES REPORT

Election of One Delegate and One Alternate UNC Faculty Assembly Representatives

Nominee for Delegate Seat:
Jeff Popke, Geography, Planning and Environment

Nominee for Alternate Seat:
Cody Chullen, Business

CURRENT ECU FACULTY ASSEMBLY DELEGATION

<i>Delegates</i>	<i>Academic Unit</i>	<i>Term</i>	<i>Office Location</i>	<i>Tele #</i>
John Stiller	Chair of the Faculty* Biology	2018	Howell Science Complex, S301-A	328-2738
Mike Felts	Health and Human Performance	2018	Belk 2203	328-4636
Anne Ticknor	Education	2019	Speight 209	328-6400
Cynthia Deale	Hospitality Leadership	2020	Rivers 313	737-4195
George Bailey	Philosophy and Religious Studies	2020	Brewster A-330	328-6121

**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>
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
Josie Bowman	Nursing	2020	Health Sciences 3128	744-6412
Marysia Grzybowski	Medicine	2020	Public Health 600 Moye Blvd.	744-5357

FACULTY WELFARE COMMITTEE REPORT
Diversity Plan Goal, Commitments, and Strategies (with Metrics) 2017-2022

Committee reservations with the Plan include the need for a reference to a rapid response to campus incidents, the lack of a detailed implementation plan and the need to add “such as” when providing lists (racial and ethnic minorities, gender minorities, first generation college students, low income students, etc.) to avoid leaving a group out.

Fostering an inclusive environment. Preparing students for success in a culturally diverse world.

ECU Diversity Definition:

ECU defines diversity in a broad context to include the representation, integration and interaction of different races, genders, ages, ethnicities, cultures, national origins, abilities, religions, sexual orientations, gender identities, veteran status, socio-economic status, intellectual positions and perspectives. ECU desires a pluralistic academic community where teaching, learning and living occurs in an atmosphere of mutual respect in pursuit of excellence.

ECU Diversity Goal:

ECU will cultivate excellence by:

- fostering an inclusive and respectful working, living and learning environment;
- providing culturally and academically rich educational experiences;
- preparing our students to lead in a global multicultural society; and,
- engaging the region through inclusive social and economic opportunities.

Commitment 1:

ECU will communicate and demonstrate the value of diversity and inclusion through our leadership, practice, policy, and assessment.

Commitment 1 Strategies:

1. ECU will promote diversity and inclusion in the content of our marketing materials and online forums to demonstrate the value of diversity and inclusion.

Metrics:

- a) Number of current online marketing materials
- b) Stories related to, or tagged as, diversity and/or inclusion

2. ECU will include and align diversity goals as a part of our strategic planning documents to coordinate and enhance campus programming.

Metrics:

- a) Unit has a diversity-related goal as part of unit's strategic plan
- b) Unit develops annual programming to better coordinate efforts in meeting diversity goal

3. ECU will ensure diversity initiatives are actively reviewed by the senior leadership and disseminated throughout the University community.

Metrics:

- a) Annual presentation to senior leadership
 - b) Annual report to campus community
4. ECU will establish and support participation in campus-based diversity committees, councils and working groups to advance diversity and inclusion.
Metrics:
- a) Administrative support provided to diversity groups, committees and councils
5. ECU will implement best practices for diversity and inclusion.
Metrics:
- a) Best practice initiatives/programs implemented.
6. ECU will recognize faculty, staff, students, and alumni engaged in diversity and inclusion best practices.
Metrics:
- a) Number of awards and recognitions
7. ECU will review key indicators of climate and culture and establish responsibility for action-oriented enhancement programs.
Metrics:
- a) Engagement, satisfaction, and climate surveys and focus group responses
 - b) Trends and patterns in harassment and discrimination complaints
 - c) Number of climate enhancement programs
 - d) Number of incidents related to protected class

Commitment 2:

ECU will recruit, develop, and retain an engaged and diverse workforce at all levels of the University.

Commitment 2 Strategies:

- 1. ECU will promote and utilize best practices for diversifying its workforce through strategic pipeline partnerships and recruitment initiatives.
Metrics:
 - a) Number of new faculty and staff disaggregated by gender, race/ethnicity, veteran's status, international status, and disability¹
 - b) Number of strategic pipeline programs, partnerships, and initiatives
- 2. ECU will embed diversity competencies into educational programming for supervisors and managers.
Metrics:
 - a) Number of programs for supervisors and managers with diversity competencies
- 3. ECU will enhance retention and employee engagement by offering mentoring and diversity, inclusion, and equal opportunity educational programming.
Metrics:
 - a) Number of faculty and staff retained disaggregated by gender, race/ethnicity, veteran's

¹ Institutional data limitations prevent the tracking of diversity dimensions such as religion, gender identity, intellectual positions, sexual orientation, and national origin listed in the university diversity definition.

- status, international status, and disability²
- b) Number of mentoring opportunities, retention programs and related educational programming opportunities
- c) Program Evaluations

Commitment 3:

ECU will integrate diversity with scholarship, research, and public service to increase rural prosperity.

Commitment 3 Strategies:

1. ECU will partner with communities and organizations in eastern North Carolina to address, through engaged research and service, the challenges disproportionately impacting Tier 1 and Tier 2 counties in eastern NC.

Metrics:

- a) Number of community partnerships in Tier 1 and Tier 2 counties

2. ECU will expand programming to support engaged scholarship and research focused on diversity and inclusion.

Metrics:

- a) Number of programs to support related scholarship

Commitment 4:

ECU will recruit and retain underrepresented and diverse student populations.

Commitment 4 Strategies:

1. ECU will create and expand programs to increase access of diverse populations to academic enrichment offerings and college preparatory programs.

Metrics:

- a) Recruitment of racial and ethnic minorities, gender minorities, first generation college students, low income students, international status, and military-affiliated students³.
- b) Number of access, recruitment and outreach programs created targeting underrepresented and diverse student populations⁴.

2. ECU will identify and remove barriers that impede the retention and graduation of underrepresented and diverse student populations.

Metrics:

- a) Retention and graduation rates of racial and ethnic minorities, gender minorities, first generation college students, low income students, international status, and military-affiliated students⁵.
- b) Number of success, retention and graduation programs targeting underrepresented and diverse student populations⁶.

² See footnote #1

³ See footnote #1

⁴ Includes all programming targeting diversity dimensions consistent with the university's definition of diversity: race, gender, age, ethnicity, culture, national origin, ability, religion, sexual orientation, gender identity, veteran status, socio-economic status, intellectual position and perspective.

⁵ See footnote #1

⁶ See footnote #4

Commitment 5:

ECU will infuse diversity, inclusion, and multicultural competencies in curricular and co-curricular programming to prepare students for a multicultural and global society.

Commitment 5 Strategies:

1. ECU will diversify the curriculum by adopting global and domestic diversity courses and other diversity – related high impact practices.
Metrics:
 - a) Number of global and domestic diversity courses
 - b) Identification and implementation of other diversity-related high impact practices
 - c) Diversity related undergraduate research

 2. ECU will expand access to global understanding and impact through international experiences, including virtual global classroom courses.
Metrics:
 - a) Outreach Programs
 - b) Number of students participating in international experiences disaggregated by race/ethnicity, gender, first generation college students, low income students, and military-affiliated.
 - c) Number of students participating in virtual global classroom courses disaggregated by race/ethnicity, gender, first generation college students, low income students, and military-affiliated.

 3. ECU will promote and effect inclusion through co-curricular programs.
Metrics:
 - a) Number of co-curricular programs
 - b) Program evaluations

 4. ECU will support inclusive teaching and pedagogical approaches, such as universal design for learning and culturally responsive teaching.
Metrics:
 - a) Number of inclusive pedagogical approaches implemented
 - b) Number of recognitions and awards received for inclusive teaching
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Diversity Offices & Resources

Office for Equity and Diversity

<http://www.ecu.edu/oed/>

Brody School of Medicine Diversity Affairs

<http://www.ecu.edu/oed/>

Ledonia Wright Cultural Center

<http://www.ecu.edu/cs-studentaffairs/lwcc/>

Office of Global Affairs

<http://www.ecu.edu/globalaffairs/>

LGBT Resource Office

<http://www.ecu.edu/cs-cas/lgbt/>

Student Veterans Services Office

<http://www.ecu.edu/veterans/>

Disability Support Services

<http://www.ecu.edu/cs-admin/accessibility/index.cfm>

Diversity Strategies in Action at ECU

Office of Undergraduate Admissions – Diversity Themed Brochure

<http://www.ecu.edu/cs-acad/admissions/diversity.cfm>

College and Unit Strategic Plans

<http://www.ecu.edu/cs-acad/strategicplan/Unit-Plans.cfm>

University Diversity Council

<http://www.ecu.edu/cs-acad/oed/committees.cfm>

Staff Senate Diversity Council

<http://www.ecu.edu/cs-admin/staffsenate/committees/diversity.cfm>

College of Nursing Diversity Advisory Council (DAC)

http://www.ecu.edu/cs-dhs/nursing/diversity_advisory.cfm

Health Sciences Sexual & Gender Diversity Committee

<http://www.ecu.edu/cs-dhs/sgdc/Mission.cfm>

Brody Women Faculty Committee

<http://www.ecu.edu/cs-dhs/bwfc/about.cfm>

Vice Chairs of Diversity & Inclusion (VCDI) at Brody

<http://www.ecu.edu/vcdi/index.cfm>

Diversity Committee at Joyner Library

https://www.ecu.edu/cs-lib/administration/upload/Diversity_Plan2009.pdf

Honors College FAC: Sub-Committee Academic Resources & Diversity

Diversity Committee at Laupus Library

College of Allied Health Diversity Committee

College of Education Diversity Committee

<http://www.ecu.edu/cs-educ/admin/diversity.cfm>

College of Health and Human Performance Diversity Committee

Office for Equity and Diversity - Diversity and Inclusion Awards

Office of Global Affairs - Annual International Awards

<http://www.ecu.edu/cs-acad/intlaffairs/Faculty-Abroad.cfm>

Project ECU Campus Climate Initiative

<http://www.ecu.edu/ecyou/>

Visiting Faculty and Scholars (VFS)

<http://www.ecu.edu/cs-acad/oed/diversityandinclusion.cfm>

Higher Education Recruitment Consortium (HERC) of the Carolinas

<https://www.hercjobs.org/carolinas/index.html>

Managers Bootcamp

http://www.ecu.edu/cs-admin/HumanResources/training_and_development_managers.cfm

SAFE ZONE Training

<http://www.ecu.edu/cs-cas/lgbt/safe-zone.cfm>

Pirate Ally Training

<http://www.ecu.edu/cs-cas/lgbt/programs.cfm#pirateally>

University Mentoring Program for First Year Faculty

http://www.ecu.edu/acad/ofe/teaching-learning_faculty-interest-groups.cfm

Faculty Interest Groups

http://www.ecu.edu/acad/ofe/teaching-learning_faculty-interest-groups.cfm

Diversity Affinity and Employee Resource Groups for Employees

<http://www.ecu.edu/cs-acad/oed/committees.cfm>

Office for Equity and Diversity - Diversity Educational Sessions

<http://www.ecu.edu/cs-acad/oed/education.cfm>

Race-Conscious Scholarships:

<http://www.ecu.edu/cs-acad/universityscholarships/>

Multicultural Appreciation Day at ECU (MADE)

Starfish Retention Solutions

<http://www.ecu.edu/cs-acad/starfish/starfish.cfm>

AMP-UP

<http://www.ecu.edu/cs-acad/aa/AMP-UP/>

Anchors Living-Learning Community

<http://www.ecu.edu/cs-studentaffairs/campusliving/community.cfm>

Ledonia Wright Cultural Center Student Success Programs

<http://www.ecu.edu/cs-studentaffairs/lwcc/StudentSuccess.cfm>

Global Living Learning Community

<http://blog.ecu.edu/sites/globaliving-learningcommunity/>

Domestic Diversity Course List

<http://catalog.ecu.edu/content.php?catoid=12&navoid=882&hl=%22domestic+diversity%22&returnto=search>

Global Diversity Course List

<http://catalog.ecu.edu/content.php?catoid=12&navoid=895&hl=%22global+diversity+%22&returnto=search>

University Writing Center – Social Justice Commitment

<http://www.ecu.edu/cs-acad/writing/UWC-Social-Justice.cfm>

University Writing Center – Writing for Change series

<http://www.ecu.edu/cs-acad/writing/UWC-Social-Justice.cfm>

Diversity and Inclusion Research and Scholarship (DIRS) Program

<http://www.ecu.edu/cs-acad/oed/diversityandinclusion.cfm>

Office of Global Affairs: Global Academic Initiatives (GAI)

<http://www.ecu.edu/cs-acad/intlaffairs/Global-Academic-Initiatives.cfm>

#ECUnited - Cupola Conversations & Civility Summit

<https://m.ecu.edu/cs-studentaffairs/ecunited/index.cfm>

Student Organizations and Greek Life

<http://eastcarolina.orgsync.com/search>

Brody School of Medicine Diversity Week

<https://www.ecu.edu/cs-acad/oed/upload/Discovering-Equity-and-Diversity-February-2015.pdf>

College STAR & Universal Design for Learning Consultant

http://www.ecu.edu/acad/ofe/about-us_college-star-consultant.cfm