

East Carolina University
FACULTY SENATE
FULL MINUTES OF OCTOBER 7, 2014

The second regular meeting of the 2014-2015 Faculty Senate was held on Tuesday, October 7, 2014, in the Mendenhall Student Center.

Agenda Item I. Call to Order

Andrew Morehead, Chair of the Faculty called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of Minutes

The minutes of [September 16, 2014](#) were approved as presented.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Zoller and Tierno (Art and Design), Robinson (Mathematics), Levine, Apetz and Chen (Medicine), Hines (Nutrition Science), and Taggart (Music/Faculty Assembly Delegate).

Alternates present were: Professors Perry for Mazow (Anthropology), Hashimoto for Deale (Hospitality Leadership), and Keil for Darkenwald (Theatre and Dance).

B. Announcements

The Student Scholarships, Fellowships, and Financial Aid Committee will host their annual ECU Scholarship Awarding Workshop on Monday, December 1, 2014, from 11 -12 noon in room 244 of the Mendenhall Student Center. This workshop is for all faculty interested in the annual awarding of student scholarships. No registration is required to participate in this event. Questions may be directed to Professor Elaine Yontz, Chair of the Committee at yontzm@ecu.edu.

The Calendar Committee is conducting a Qualtrics survey asking for faculty input on three items: Delaying the start of the fall semester if feasible; Combining fall break and Thanksgiving break into a single one week break at Thanksgiving and having no break in October; and Reducing the final exam period from 8 calendar days to 7. The survey will be available to faculty from October 6 - 24. If there are items from the survey that need to be brought to the Faculty Senate, the Calendar Committee will present a report to the body during the December 2 meeting. Questions may be directed to Professor Mark McCarthy, Chair of the Committee at mccarthym@ecu.edu.

Call for 2015/16 Teaching Grant proposals with proposal guidelines and ability to view previously funded proposals online at: <http://www.ecu.edu/cs-acad/fsonline/tg/teachinggrants.cfm>. Submission deadline is 12:00 noon on Monday, November 10, 2014. All monetary expenditures are tied to the current fiscal year and, all monies must be spent by June 30, 2015. The purpose of these grants is to provide funding to improve teaching instruction at the University. Full time tenured, tenure-track, and fixed term faculty members are eligible to apply for these grants with preference given to projects that are creative and innovative or meet demonstrated needs. Questions may be directed to Professor Donna Roberson, Chair of the Teaching Grants Committee at robersondo@ecu.edu.

Faculty members interested in obtaining a service-learning course designation (SL) should submit to the Service Learning Committee an application form, course questionnaire, and course syllabus that includes a brief description of the course, learning objectives, and how learning will be assessed. The form and questionnaire are available in a downloadable Word format at: <http://www.ecu.edu/cs-acad/fsonline/sl/servicelearning.cfm>. Following approval, courses with "SL" designation will be listed as such in both the University undergraduate and graduate catalogs. Course submission deadlines

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are noted below and materials should be submitted in electronic pdf format to the Committee via svc@ecu.edu. Deadlines for service-learning course designation (SL) submissions are:

October 15 of each year for designation in upcoming Spring semester

March 15 of each year for designation in upcoming Fall semester

Faculty are reminded that most of the speeches given by the Chair of the Faculty throughout the year are posted online at: <http://www.ecu.edu/cs-acad/fsonline/speeches/Speeches.cfm>.

A copy of Student Governance Association [Resolution 04](#), relating to hate speech was provided to the Senators for information only.

C. Steve Ballard, Chancellor

Chancellor Steve Ballard addressed three critical issues in his remarks: incidences of anti-semitism on campus, the progress of the University Committee on Fiscal Sustainability and strategic planning. The Chancellor began by addressing incidences of anti-semitism that have occurred on campus and explaining that the university administration has responded and condemned these actions publicly on three separate occasions, September 3rd, 11th and 17th. Strong actions have been taken by the administration and the Chancellor invited suggestions of ways to improve the university response to such actions. The university administration has a zero tolerance policy and has made every effort to strongly state and execute the policy, including taking strong prosecutorial action against those offenders who have been caught. An important component of the Chancellor's response was to make connections with stakeholders who hold critical information or who are specifically impacted by the issue, including members of the Anti-Defamation League of North Carolina, a Professor in the ECU community who is a survivor of the Holocaust, and numerous other faculty. The Chancellor also explained that the police have certain policies that they must follow in order to label a crime a hate crime.

After addressing the issues of anti-semitism on campus, the Chancellor moved into a discussion of the progress of the University Committee on Fiscal Sustainability workgroups. He shared that there are numerous committees with work underway, a few of which have mostly completed their work and some are just starting their work. Every workgroup will be different based upon the charge for the group. An example of this is the Enrollment Management Task Force, which is focused in part on increasing the number of transfer students. One of the commitments that was made last spring was to dramatically increase the number of transfer students over time; the Chancellor estimated that the university should realize about five million dollars from the 451 additional transfer students that were added this year. Dr. Van Scott will head the Enhance and Grow Research Enterprise workgroup. This workgroup will be focused on enhancing research capacity and is comprised of nine members, five of whom are faculty and three of whom were recommended by Dr. Morehead, Chair of the Faculty. Within this workgroup, there will be eight subgroups divided into areas aligned with either funding agencies or funding mechanisms. Several of the other workgroups have a majority faculty in the group's membership. Many workgroups will be sequenced in as other workgroups are finished. The Marketing and Communications workgroup has almost completed its work and during the process of finalizing the work, some clear needs that marketing and communications must address have emerged. Marketing and Communications will be centralized on campus. The university must be much more aggressive at marketing graduate studies. The work group discerned that there currently exists tremendous fragmentation within marketing and communications across the campus. In light of the fragmentation and needs that emerged, the Chancellor has asked the Marketing and

Communications workgroup to go back and take a look at efficiencies that can be realized through that workgroup's actions. Consolidating those functions across campus should contribute to improved performance and increased savings.

The Chancellor's remarks concluded with a focus on strategic planning. There were no changes in the process of strategic planning. Twenty-five units across campus have initiated strategic planning processes and will be working on those for the next several months. The institutional plan will be finalized within the next three or four weeks and will be published. The next step is to get unit plans that are responsive to the institutional plan and to the UNC system plan.

Professor Powers (Sociology) introduced and read a formal statement from the Sociology Department asking the Faculty Senate to strongly respond to the two active cases of anti-semitism and hate crimes on or near campus. Upon the conclusion of her presentation of her department's formal statement, she requested that the Chancellor provide a response she could take back to her faculty regarding the university's lack of response to these issues as hate crimes. Chancellor Ballard responded that the Executive Council has called these hate crimes, but further explained that during an active investigation, administration is limited in what can be said. The second set of crimes took longer until all leads were exhausted and the administration makes every effort to support the work of the police because a cooperative approach with the police is very important when dealing with these major crimes. Administrators and faculty have tried to strongly condemn these acts and the police have their own set of rules for determining that crimes are hate crimes that must be followed.

Professor Powers followed-up with an explanation that members of the ECU community received the email that was pushed out via Announce but at that time, the administration did not say, "There is an ongoing investigation and this is all that I can share at this time." She shared this because she further explained that the email was very general and provided few specifics. The Chancellor thanked Professor Powers for her suggestion and remarked that he believed this approach could be helpful.

D. Phyllis Horns, Vice Chancellor for Health Sciences

Vice Chancellor Horns greeted the Faculty Senate and shared that she would be speaking about three primary topics: the funding and reorganization of Brody School of Medicine, the external consultant report (Hunter Partner Group Report), and the Allied Health and Basic Sciences reorganization. She explained that the Health Sciences Division has been engaged in the process of exploring funding and the reorganization of operations options for well over a year, with a primary focus on stabilizing the Brody School of Medicine's financial situation in light of external forces impacting the school. There are huge issues with rising costs in the industry, the Affordable Care Act and Medicaid. Brody School of Medicine is a community-based medical school; the university does not own our hospital and this is part of the issue being faced. Legislative action also decreased the funding coming to Brody by about twenty million dollars or so. As one of the steps to explore these concerns and address impacts, the Hunter Partner Group, as external consultants, were engaged. The completed report from the Hunter Partner Group itemized about 30-35 areas that could be addressed to increase efficiencies within the Brody School's clinical operations. The Health Sciences Division have been well-engaged in the process of implementing those recommendations with the full intent that the financial picture of the Brody School will look better at the end of this year and in years to come. If all recommendations from the Hunter Partner Group were implemented successfully, there would be a 23-24 million dollar impact. Additionally, we are doing all things possible to increase revenues as well. A few of the major recommendations from the consultants' report that are well-into the process of implementation include: a productivity-based compensation model, right-sizing staffing in the clinics, clinic scheduling to enhance access to care, and determining core medical programs.

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Implementing a productivity-based compensation model means that clinical faculty have all received written targets/benchmarks for productivity and clinical activities and their compensation will be adjusted based on these productivity benchmarks. This is a shift that has required a thoughtful and intentional approach. Chairs and leadership in the Brody School have worked directly with the clinical faculty to set these benchmarks. How the clinics are staffed is another important area of implementation, with efforts to right-size the clinic staffing underway. In the last year and a half, 90 clinical staffing positions have been held vacant to avoid large layoffs of employed clinical staff. Access to care is central to the mission of Brody and making sure that clinic schedules are out so that appointments could be scheduled six months out if needed. Additionally, making sure that all clinics are running on four hour blocks and not one hour or two hour blocks will allow patients to call and get an appointment quickly. The other part of this is to make sure that referrals are handled appropriately to ensure that individuals who are referred from out in the region can be seen in a few days rather than several weeks. The consultant's report also looked at the core medical programs that need to be offered, resulting in a list of potential programs that are potentially not core, meaning that the medical school can run successfully and graduate highly-qualified, competent physicians without these programs. This list includes programs that can be handled in some other way or funded in some other way. This has been a difficult process and analysis is still underway. On October 1st, the neurosurgery practice was transitioned to the Vidant Medical Group, resulting in an immediate two million dollar savings for Brody. The Brody leadership and community are engaged in a lot of complex and difficult work to ensure the sustainability of Brody and improve the efficiency of clinical programs in Brody.

Vice Chancellor Horns concluded her remarks by explaining that she is engaged in the process of collecting names for the workgroups tasked with exploring the recommendations from the UCFS regarding the Allied Health and Basic Sciences reorganization in Brody. This workgroup will be focused on reducing the number of departments in the Brody School and in Allied Health Sciences.

Professor Martinez (Foreign Languages and Literatures) asked VC Horns, as Chair of the Provost Search Committee, for an update on the search. VC Horns replied that the firm, Carter-Baldwin from Atlanta, has been hired and that the committee has conducted the initial meeting. The committee has been working on the draft of the position description and there is an early spring deadline for recommendations to Chancellor.

Professor Sprague (Physics/Past Chair of the Faculty) asked how Vidant's cooperative agreement with Wake Med and Baptist Hospitals in Winston-Salem might impact ECU. Vice Chancellor Horns explained that the agreement is less structured than it may have been initially perceived to be. Essentially what it means is that the three will try to cooperate with each other in terms of their purchasing arrangements (these have not been executed or determined yet) and the other component of focus is building a more robust disaster recovery program as they believe they need for their IT operations. There is not an exhaustive list yet of the kinds of things they will be doing together. They are not purchasing each other or moving personnel around.

Professor Martinez (Foreign Languages and Literatures) following up asked to confirm that once candidates are chosen, there would be opportunities for faculty to participate in forums to meet the Provost candidates and if there would be opportunities for these candidates and to meet and connect with other stakeholders. Vice Chancellor Horns explained that although the committee had not gotten to that point of the planning yet, she was certain these opportunities would be part of the plan.

E. Andrew Morehead, Chair of the Faculty

Professor Morehead provided the following remarks to the Faculty Senate.

"Three years ago, when I first decided to run for Vice-Chair of the Faculty, I ended my election statement with: "I believe that the most important question to ask to determine what option is "best" is this: *how is this good for our students?* And I believe that we should never choose a path unless the answer to this question is affirmative: is this good for our students?"

That's still the most important question to ask as we proceed with the implementation of the recommendations in the University Committee on Fiscal Sustainability report and continue the strategic planning process. Today I will ask you to apply this question to two issues that have recently become prominent on campus, the potential consolidation of two colleges and the examination of the Foundations Curriculum.

Last week, rumors started swirling around the possible consolidation of two colleges: Human Ecology and Health and Human Performance. There will be a forum next week to give faculty from both colleges the opportunity to discuss possible scenarios. Once the process of moving code units begins, a committee consisting entirely of faculty from the affected units will prepare a provisional code and the tenured faculty of the units will vote. The process will continue as described in Part IV section I of the Faculty Manual.

Clearly, the administrative savings that drive this change are an important component of the long-term fiscal sustainability of the University and thus the cost of an education and are therefore economically beneficial to the students. However, these savings must be coupled with an eye to the question of *how is this good for our students' education?* The realigned programs must work together in ways that make academic sense for the students. Research is another important piece of the students' experiential learning and a critical contributor to the reputation of the university, a key component of the job and academic prospects of our graduates. Our realigned units must build synergistic research agendas that expand opportunities and productivity for the students and the faculty. Additionally, the administrative responsibilities cannot be simply offloaded onto faculty, it is false economy to cut administrative salary dollars, then offset that with release time, which is an invisible but real cost. It is the role of the Educational Policies and Planning Committee and the Faculty Senate to ensure that these questions are carefully considered and fully vetted before proceeding with the reorganization. We are early in the process and much work is still to be done, and we stand ready to take on our role.

Next, there has been much discussion both inside and outside of the academy regarding the size and form of the foundations curriculum. While the political attacks on the content from outside the university generally expose a lack of understanding of what general education is supposed to do—for example, that exposing our students to a purely western perspective is poor preparation for the global economy they will become a part of—the attacks from within the system require a more in-depth response.

The first attack is that our foundations program is too large. Aside from the nine credits of composition and health, we have only 33 credits of general education coursework. The Southern Association of Colleges and Schools' Core Requirement 2.7.3 requires a minimum of 30 credits, and, quoting here, "These credit hours are to be drawn from and include at least one course from each of the following areas: humanities/fine arts; social/behavioral sciences;

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and natural science/mathematics. The courses do not narrowly focus on those skills, techniques, and procedures specific to a particular occupation or profession." (end quote) According to SACS, then, we do not have a significant surfeit of general education requirements. It will also be difficult to establish that reducing the requirements is going to provide a benefit to our students and will run into issues of the required minimums.

That the Foundations program requires constant reassessment with an eye to providing the broadest and most rigorous experience for our students, while delivering it efficiently, is inarguable. ECU has done this before, many times, and I believe is something that we should continue to monitor for possible revision. None of our fields is static, and any academic program should undergo such a periodic evaluation to ensure its currency. The Foundations Curriculum and Instructional Effectiveness Committee and the Faculty Senate stand ready to consider any suggestions from the UCFS workgroup while we work to ensure that our students have the portable competencies and content required to be engaged citizens, and successful in any line of work.

As always, the question "*how is this good for our students?*" must be answered by the faculty based on our knowledge of the best academic approach, even as we keep an eye on the costs."

Professor Martinez (Foreign Languages and Literatures) asked for clarification regarding Chair Morehead's remarks about the merger of two colleges and the workgroup to explore the potential merger of colleges, which has not yet been formed. Professor Martinez directed her question to either Chair Morehead or Interim Provost Mitchelson. She queried if the work of that workgroup had already ended. Interim Provost Mitchelson stated that no work group has been made yet and that generally speaking most of the individuals involved believe a Program Prioritization Committee approach should not be repeated, with the forums and likely scenarios. The likely scenarios during the PPC process revealed some possibilities and the possibility being explored first is a potential merger of the College of Health and Human Performance with the College of Human Ecology. There will be a town hall meeting on 10/17/14 from 2-4 pm in Hendrix Theatre to discuss this possibility and if after that meeting it is believed that moving forward with an exploration of the possibility is best, a workgroup will be named. Provost Mitchelson expressed his belief in the potential savings that would be realized by the merger. He stated that he estimates a \$300,000 savings in recurring funds with the intent to return a portion of those savings to the combined units for better operating budgets. Chair Morehead emphasized that this is an exploration and a possibility, rather than an assured route to change. However, as long as there is a recommendation that the university reduce the number of colleges by one or more, the campus community will have to explore multiple scenarios and this is the first to be chosen for exploration. The Provost has committed to having faculty develop provisional codes. There have been discussions of the role the workgroup might play and administrators are open to hearing additional scenarios.

Professor Hashimoto (Hospitality Leadership) asked how did the reorganization plans come about since faculty in her unit were never asked what they wanted to do. Chair Morehead replied that that was the intention of the 10/17/14 town hall meeting and that the entire process was in the very early stage of the process and that no one had committed to anything definite at this point.

Professor Powers (Sociology) agreed that the scheduled 10/17/14 town hall meeting will help faculty know what workgroup is needed. What other town hall groups were being planned and how will that

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town hall meeting and work group address the UCFS recommendations? Interim Provost Mitchelson replied that the format for the town hall meeting is to share a historical overview of the PPC process, the labor-intensive process of the PPC, a statement about what the savings might be, a statement about what Provost sees as complementarity and the sharing of a commitment to returning some of the savings to the units involved. Following this will be an opening for questions and the information gleaned through the questions will be returned to the Coordinating Committee.

Professor Kain (English) stated that, in light of budget restraints and the UCFS recommendations, why were plans being made to create a School of the Coast. Chair Morehead deferred the question to later in the meeting during the question period since he was not involved in the proposed School of the Coast.

F. James Holloway, UNC Faculty Assembly Delegate

Professor Holloway provided a report on the [October 3, 2014](#) meeting and stated that the first presenter was President Ross who discussed the use of GPA without SAT or ACT for student selection (or revisiting the Minimum Admission Requirements on an experimental basis) and faculty salary increases, with President Ross sharing that 1.29% is insufficient and 8% is what needed to address faculty compensation. However this is not practical given the reductions in the university budget. Dr. Warrick Arden, Interim Vice President of Academic Affairs, made comments on the national trend of declining support for higher education. Dr. Arden noted that a decline in general funds means a decline in funds to support the academic core. He also noted that universities in NC needed more time and strategies to adapt to the changes. During the executive session, the Faculty Assembly covered student assessment, value of the college degree, post-tenure review, minimum admissions requirements and general administration news. The Chair of the Faculty Assembly, held an information session on administrative turnover and academic challenges, noting that fewer institutional candidates are available for Chancellor positions and that several universities in the system have new Chancellors and Provosts. To deal with turnover within the system, we may need to develop training and mentoring programs.

There were no questions posed to Professor Holloway.

G. John Fletcher, Associate Provost Enrollment Services and Dave Meredith, Director of Admissions

Associate Provost Fletcher introduced the new Admissions Director, Dave Meredith, complimenting him on his efforts thus far, and he then provided an [annual report](#) on the 2014 Freshman Class and Retention Rate of Home Schooled Admissions stating that the university had experienced a small decline in the number of fall applicants and the Associate Provost for Enrollment Services believes this is due, in part, to the tightened process of approval for application fee waivers. Applications from the east, the counties most closely associated with ECU, declined. This will continue to be a focus for the leadership and staff of enrollment services. There were fewer admitted students than last year and enrollment was also lower than the most recent year. Approximately 16% of the admitted class were out-of-state students.

Professor Felts (Health and Human Performance/ Parliamentarian) noted that only eleven international students were admitted and he asked about how this compares to other State Universities and what kind of resources ECU invested in finding those 11 international students. Associate Provost Fletcher replied that this was an increase over the number of international students

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admitted last year and that Austin Bunch oversees international students and his office seeks to improve those numbers over time.

Professor Rupp (Economics) asked what was the freshman class target size. Associate Provost Fletcher replied that the target freshman class size for 2015 is between 4300 and 4400, with 1880 transfer students.

Professor Roper (Medicine) asked why Admissions decided to decrease the number of application fee waivers in a year with decreased enrollment. Associate Provost Fletcher replied that this was done to an increase in the number of students who pay the full application fee, but that this practice would be reassessed for the future. Associate Provost Fletcher explained that his office would be more diligent about reviewing these requests closely this year.

Professor Dotson-Blake (Education) asked if the decrease in fee waivers disproportionately affected students in our eastern region. Associate Provost Fletcher replied that yes, it may have had an impact in our region because there are typically a large number of students who from the region who make those requests.

Professor Powers (Sociology) asked if international students are included in the out-of-state students and if levels of parent education, family income and structure of the household are tracked. Associate Provost Fletcher replied that international students are also included in the out-of-state student numbers and though the other information Professor Powers asked about is tracked it is somewhat difficult to extract and that some of the best information in these areas comes from the Financial Aid office.

Professor Ding (Engineering and Technology) requested the number for first-generation college students - Associate Provost Fletcher replied that 32% of the freshman class or between 1300-1400 students are first generation college students, based on FAFSA information.

H. John Tucker, University Historian

In recognition of the past 50 years of shared governance and the Faculty Senate, Professor Tucker shared a history of shared governance at East Carolina University, entitled "More than a motto – an ethic emerges" referencing several historical documents relating to the past.

I. Question Period

Professor Kain (English) asked Interim Provost Mitchelson for clarification regarding the efficiencies that are expected to be realized by developing the School of the Coast. With the focus on merging colleges in order to have one fewer college, at the same time as we are exploring developing the School of the Coast, it is unclear how the School of the Coast fits with the efficiencies discussion. Provost Mitchelson explained that the process isn't final yet and the proposal is with EPPC. The intent is to aggregate some centers into a non-code unit that would not, in the short run, require any resources. The intent is to aggregate things and bring people together without utilizing any additional resources at this point in time.

Professor Sprague (Physics/Past Chair of the Faculty) shared his department's frustration with trying to schedule undergraduate classes and secure rooms. The process when rooms are not scheduled by the registrar's system is that the program coordinator must work to schedule a room and manage negotiations with other departments. The intent of the registrar's program/system was to make room

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scheduling an easier process, but that has not happened. Can something be done about this issue? Provost Mitchelson replied that he would sit down with the University Registrar, Angela Anderson, and work to determine a more workable process. He further shared that once as a department chair he was involved in a five-way trade regarding room availability, and so he recognizes the complexities. He explained that sometimes global optimum doesn't look like local optimum.

Agenda Item IV. Unfinished Business

There was no unfinished business to come before the body.

Agenda Item V. Report of Graduate Council

There was no Graduate Council business to come before the body.

Agenda Item VI. Report of Committees

A. Faculty Grievance Committee

Professor Gregory Lapicki (Physics), Chair of the Committee provided an overview of 2013-2014 Committee Activities. One case was addressed last year and the charge was revised last year, including revisions to the process of the report. The committee now believes that the report process at this time is more transparent. There was no discussion and the report was accepted as presented.

B. Educational Policies and Planning Committee

Professor Ed Stellwag (Biology), Chair of the Committee presented curriculum and academic program matters acted on and recorded in the [September 12, 2014](#) Committee meeting minutes, including update on name change for College of Engineering and Technology and discontinuation and deletion of Performance Improvement Certificate Program and deletion of Environmental Planning Concentration within the Master of Science in Technology Systems (MSTS) within the College of Engineering and Technology.

There was no discussion and the curriculum and academic program matters acted on and recorded in the [September 12, 2014](#) Committee meeting minutes, including update on name change for College of Engineering and Technology and discontinuation and deletion of Performance Improvement Certificate Program (GC#14-31) and deletion of Environmental Planning Concentration within the Master of Science in Technology Systems (MSTS) within the College of Engineering and Technology (GC#14-31) were approved as presented. **RESOLUTION #14-73**

C. University Curriculum Committee

Professor Lori Flint (Education), Chair of the Committee presented curriculum matters acted on and recorded in the [September 11, 2014](#) Committee meeting minutes, including revision to curriculum proposal form and policies and procedures for new undergraduate certificates.

There was no discussion and curriculum matters acted on and recorded in the [September 11, 2014](#) Committee meeting minutes, including revision to the curriculum proposal form and policies and procedures for new undergraduate certificates. Kimberly Nicholson and Lori Lee have been extremely helpful in creating the UCC Sharepoint site to share forms and materials with faculty engaged in curriculum development. **RESOLUTION #14-74**

D. Committee on Committees

Professor Charles Boklage (Medicine), Chair of the Committee presented the first reading of proposed revisions to the Unit Code Screening Committee Charge. The committee has asked to have

the regularly scheduled meeting time included in the revised committee charge. There was no discussion and the second reading and actual vote on proposed revisions to the Unit Code Screening Committee Charge will take place during the November 4, 2014 Faculty Senate meeting.

Agenda Item VII. New Business

Professor Martinez (Foreign Languages and Literatures) introduced a [resolution](#) condemning expressions of hate and supporting diversity across campus. She also referenced the Student Governance Association [Resolution 04](#), relating to hate speech, which was provided to the Senators for information only. This resolution was presented as a way to move forward after recent criminal activities motivated by hatred and impacting the campus community.

Professor Hernandez (History) offered an amendment, adding a 6th whereas that read as follows: **WHEREAS**, such acts of hatred threaten to the very existence of the University as an institution rooted in traditions and practices of reasoned, respectful, and enabling discourse. The amendment was approved.

Professor Christensen (Biology) moved to delete “recent” in the first *Be It Further Resolved...* “spirit of diversity about recent hate crimes...”). The motion to amend was approved.

Professor Shores (Health and Human Performance) offered an amendment to change “sexual preferences” to “sexual orientation” in the last *Be It Further Resolved*. Professor Hernandez (History) asked how specific should the text be.

Professor Kain (English) stated that the reason the original resolution was written this way is because at present the University has a racial and harassment policy and does not have a policy for other things.

Professor Montgomery (English) stated that she had reviewed the [racial and harassment policies](#) and they did not cover religious harassment. Professor Kulesher (Allied Health Sciences) asked if the term “protective classes” would cover it all.

Following discussion, the amendment to change “sexual preferences” to “sexual orientation” in the last *Be It Further Resolved* was accepted.

Professor Justiniano (Physics) moved to delete “of hatred and intolerance” found within the 5th Whereas. There was no discussion and the motion was accepted.

Professor Hernandez (History) stated that the incident that prompted this resolution may not be relevant to the action called for in this resolution. He then offered a motion to substitute in the 3rd *Be it further resolved*, the current phrase “...violate the University Racial and Ethnic Harassment Policy or participate in the harassment of people based on gender or sexual orientation...” with the following phrase “...commit acts of harassment or intimidation against any segment of the University community....”. The motion failed.

Professor Kain (English) stated that she was more in favor of adding the word “religion” to eliminate the focus on “hate crimes” found in the last *Be It Further Resolved*. Professor Roper (Medicine) agreed and expressed a need to clearly add “religion” to the resolution.

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Professor Martinez (Foreign Languages and Literatures) moved to add “religion” to the last *Be It Further Resolved*. Professor Hernandez (History) stated that the motion should be defeated because the University did not have a harassment policy based on religion. Professor Montgomery (English) replied that the University also does not have a policy on discrimination based on gender and sexual orientation and didn’t see a reason why we can’t add “religion” to the resolution.

Following discussion, the motion to add “religion” to the last *Be It Further Resolved* was approved as presented.

Following discussion, the original resolution condemning expressions of hate and supporting diversity across campus was approved as amended. **RESOLUTION #14-75**

There being no further business, the meeting adjourned at 4:05 p.m.

Respectfully submitted,

Kylie Dotson-Blake
Secretary of the Faculty
College of Education

Lori Lee
Faculty Senate

FACULTY SENATE RESOLUTIONS APPROVED AT THE OCTOBER 7, 2014, MEETING

#14-73 Curriculum and academic program matters acted on and recorded in the [September 12, 2014](#) Educational Policies and Planning Committee meeting minutes, including update on name change for College of Engineering and Technology and discontinuation and deletion of Performance Improvement Certificate Program (GC#14-31) and deletion of Environmental Planning Concentration within the Master of Science in Technology Systems (MSTS) within the College of Engineering and Technology (GC#14-31).

#14-74 Curriculum matters acted on and recorded in the [September 11, 2014](#) University Curriculum Committee meeting minutes, including revision to curriculum proposal form and policies and procedures for new undergraduate certificates.

#14-75 Resolution Condemning Expressions of Hate and Supporting Diversity across our University Community, that reads as follows:

WHEREAS, the Diversity Goal of East Carolina University commits the institution to “enriching the lives of students, faculty, and staff by providing a diverse academic community where the exchange of ideas, knowledge, and perspectives is an active part of living and learning;” and

WHEREAS, the University Diversity Vision recognizes that “diversity and respect for human difference within the academe is a key source of intellectual vitality and innovative spirit;” and

WHEREAS, the University’s Creed calls our community members to act with personal and academic integrity; respect and appreciate the diversity of our people, ideas, and opinions; be

responsible in words and actions; and engage in purposeful citizenship by serving as positive role models; and

WHEREAS, the recently approved Strategic Plan of the University pledges to make ECU “a national model for campus safety and the safest campus in the UNC system;” and

WHEREAS, the individual actions by members of the East Carolina community compromise the reputation, sense of safety, and dignity of the entire community; and

WHEREAS, such acts of hatred threaten to the very existence of the University as an institution rooted in traditions and practices of reasoned, respectful, and enabling discourse.

THEREFORE BE IT RESOLVED, that members of the Faculty Senate of East Carolina University roundly condemn acts motivated by hatred on campus, in the broader community, and around the globe.

BE IT FURTHER RESOLVED, that the Faculty Senate urges all faculty members, staff, and students to engage in thoughtful dialogue, wherever possible and in the true spirit of diversity, about hate crimes on and near ECU with the goal of fostering respect for all people and ensuring a safe environment for learning and working and to continue constructive dialog in the future.

BE IT FURTHER RESOLVED, that the Faculty Senate strongly urges the University administration to train the appropriate personnel including law enforcement to recognize and report hate crimes, to employ its full powers to investigate such crimes, to pursue all legal remedies, to sanction parties who violate the university Racial and Ethnic Harassment Policy or participate in the harassment of people based on religion, gender or sexual orientation, to report such incidents in the University’s yearly safety report, and to report to the Faculty Senate about the disposition of investigations and actions as soon as practical.