

**East Carolina University**  
**FACULTY SENATE**  
**FULL MINUTES OF NOVEMBER 4, 2014**

The third regular meeting of the 2014-2015 Faculty Senate was held on Tuesday, November 4, 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 [October 7, 2014](#) were approved as presented.

**Agenda Item III. Special Order of the Day**

**A. Roll Call**

Senators absent were: Professors Zoller (Art and Design), Spuches (Chemistry), Chancellor Ballard, Faculty Assembly Delegates Taggart (Music), Holloway (Business), and Winterbauer (Medicine).

Alternates present were: Professors Perry for Mazow (Anthropology), Tisnado for Tierno (Art and Design), Thompson for Goodwillie (Biology), Chen for Tuten (Business), Bauer for Montgomery (English), and Loy for Cortright (Health and Human Performance).

**B. Announcements**

The Chancellor has approved/accepted the following resolutions from the April 2014 and September 2014 Faculty Senate meetings:

- #14-57 Revised unit codes of operation, including, Department of Political Science's Unit Code of Operation, Department of History's Unit Code of Operation, School of Music's Unit Code of Operation, Department of Sociology's Unit Code of Operation, and College of Education's Unit Code of Operation.
- #14-66 Curriculum matters acted on and recorded in the [April 10, 2014](#) University Curriculum Committee meeting minutes.
- #14-67 Curriculum matters acted on and recorded in the [April 24, 2014](#) University Curriculum Committee meeting minutes.
- #14-68 Curriculum matters acted on and recorded in the [April 14, 2014 Writing Across the Curriculum Committee meeting minutes](#), including approval of writing intensive (WI) designation for SPED 3005 and the removal of WI designation from SPED 3100, SPED 3200, NURS 4150, CHEM 2250, CHEM 3450, CHEM 3850, CHEM 3950, CHEM 3960, and CHEM 5350.
- #14-69 Curriculum matters acted on and recorded in the [September 8, 2014](#) Writing Across the Curriculum Committee meeting minutes, including approval of writing intensive (WI) designation for JUST 4300 and removal of WI designation for DANC 4323 and DANC 4047/4048.
- #14-70 Curriculum matters acted on and recorded in the [April 8, 2014](#) Service Learning Committee meeting minutes, including approval of service learning (SL) designation for DNCE 2200.
- #14-71 Revisions to the [unit code format](#).
- #14-72 Formal faculty advice to include no recommended changes to the Review Process and Procedure for EPA Non-Faculty Employees.

The Committee on Committees is seeking nominees for one delegate and one alternate seat on the upcoming 2015-2016 UNC Faculty Assembly. Nominees should be full-time faculty, holding no administrative duties outside his/her department. In addition to attending the six yearly meetings of

the UNC Faculty Assembly, the delegates are expected to attend the eight monthly meetings of the Faculty Senate and Agenda Committee. The Charter of the Faculty Assembly of the University of North Carolina and objectives and functions of the Faculty Assembly are available online at: <http://www.northcarolina.edu/facultyassembly/index.htm>. Before submitting a nomination, please ask nominee if he or she is willing to serve and agrees to the conditions stated above. Then forward the names of any nominees to the Faculty Senate office via email [faculty senate@ecu.edu](mailto:faculty senate@ecu.edu) or campus mail (140 Rawl Annex, 109 mail stop) no later than Monday, December 1, 2014. The Committee on Committees will present formal nominations to the Faculty Senate in January 2015.

C. Steve Ballard, Chancellor

Chancellor Steve Ballard was out of town attending the Association of Public and Land Grant Institutions. Ron Mitchelson, Interim Provost and Vice Chancellor for Academic Affairs agreed to address the faculty in place of the Chancellor. Provost Mitchelson began by inviting LaKeshia Alston, Associate Provost for Equity & Diversity and Ying Zhou, Associate Provost for Institutional Planning, Assessment and Research to discuss the Faculty Equity Study and the recent consultant hired. Associate Provost Alston shared that the consultant had been hired and he has visited campus to meet with department chairs, faculty senate leadership and other stakeholders engaged in assisting with the completion of the study. Some challenges have been identified, including the issue of the most appropriate productivity measures to use. The consultant will work closely with IPAR to access data. Donna Payne is currently working with the Chancellor to establish the charge for the task force designated to support the completion of the Faculty Equity Study.

Professor Powers (Sociology) asked if the data collection process is ongoing or if only the data currently available to the consultant through IPAR will be used. Associate Provost Alston shared that the data that IPAR currently holds will be used, though there may be opportunities to clean up data entered in Sedona.

Professor Sprague (Physics) asked for clarification regarding the work of the Task Force and the work of the consultant. Associate Provost Alston explained that the Task Force will advise the consultant throughout the process, providing feedback about the variables utilized and about the process. Associate Provost Zhou further shared the commitment of the team to maintain transparency about the results, process and methods and her expectation that the Task Force will assist with this process of sharing information with the campus community. Additionally, the Task Force will help to define the parameters regarding who will be included in the faculty salary analysis (Tenure-Track, Fixed Term, Full-Time, Part-Time, etc.). The main goals of the Task Force are to help make sure that the consultant is fully informed and fully advised and to communicate process and integrity of study to the faculty and the faculty senate.

Professor Kain (English) inquired about the membership of the Task Force. Associate Provost Alston replied that she was working on a website that would provide information about the process, including a list of the members of the Task Force to help inform the university community.

Interim Provost Mitchelson reminded faculty to update all faculty information included in Sedona as this will be the information used to inform the Faculty Equity Study.

Following the discussion of the Faculty Equity Study led by Associate Provost Alston, Provost Mitchelson shared remarks about the Millennial Campus, which is a product of the law passed by the NC Legislature, NC General Statute 116-198.34. This deals with the empowerment of UNC-Board of

Governors to approve/designate campus space to use as the millennial campus. This is a legislative decision that permits the private sector to utilize university-owned space legally. The Millennial Campus concept does not require additional investment by the university. It simply provides the freedom for the university and faculty to interact increasingly with industry partners from the region and to potentially produce start-up companies from the campus. Over the next few weeks, a programming statement will be introduced to designate the Brody School as part of ECU's Millennial Campus. Ten of the universities in the UNC system already have these spaces.

The Provost also discussed new sources of revenue sharing that administration continues to work to establish a non-profit corporation to support industry and government in the region. At least twelve universities in our system have already established these and Dr. Niswander is leading this effort for ECU. Administration and university leaders continue to seek to diversify revenue streams with the College of Engineering and Technology, Harriot College, Fine Arts and Communication, Chemistry, College of Business all working together to develop a Center of Excellence that would allow the university to respond to regional uniqueness and industry need, while providing our students with rigorous academic opportunities. Vice Chancellor for University Advancement, Chris Dyba is involved in directing giving campaigns designed to help increase unit operating budgets. In general, administration are working on a wide variety of projects to help position the university to be less dependent on state dollars in the future.

Professor Robinson (Mathematics) expressed concerns about the existence of adequate safeguards in place to partner with industry but not sell the mission of the university to the highest bidder. He asked directly, "Have we given thought to how we safeguard the autonomy of the university?" Provost Mitchelson expressed his appreciation of this sentiment and his belief in the importance of caution as well as his assertion that the university is not going to let any set of firms take over faculty rights and privileges in directing curriculum. The intention is to only expand the variety of activities allowed.

Professor Yao (Engineering and Technology) asked about the timeline for the development of a Center of Excellence. Provost Mitchelson responded that the timeline is not fully determined, but that creating a Center of Excellence is certainly part of the recruitment of the Patheon expansion. He again asserted that it is important for the university to be innovative as part of the region, and over the next few months, much more information will be shared about it.

D. Mike Van Scott, Interim Chief Research Officer and Associate Vice Chancellor for Research and Graduate Studies

Interim Chief Research Officer Van Scott shared valuable information about the research enterprise at ECU and his remarks referenced a FY14 Extramural Funding Report entitled [Strategic Plan for Research UCFS Enhance and Grow the Research Enterprise \(EGRE\)](#). He shared that 700-900 proposals are submitted each year and that faculty are engaged and submitting proposals even in what is a particularly tough environment for seeking funding. In 2010, there was a peak of proposals submitted and funded and then these numbers dropped precipitously in 2013, due in large part to federal sequestration and as a result of many good faculty being lost to other universities. On a positive note, proposal submissions jumped 20% last year. The Higher Education Research and Development survey (HERD) is used for comparisons of ECU to peer institutions and the most recent HERD indicated that ECU is up 14% in federal dollars, while peer institutions showed a much smaller increase. This has been true for the past few years, with ECU outperforming peer institutions. HERD data are also used to set key metrics by UNC-GA and for 2014, ECU's benchmark is 20 million dollars. At this time, this benchmark has already been surpassed (currently ECU is around 32 million

dollars). About 56% of extramural funds come from federal dollars (in line with peer institutions but a little behind national averages). ECU currently derives 15% of extramural expenditures for research and development from business and industry, the national average is 5% and peer institutes derive on average 6%, this indicates strong relationships and partnerships with business and industry. This is positive because this is a sector of the economy that is expected to grow. In terms of the strategic planning process, the aspiration is to reach \$60 million dollars annually in awards, \$45 million dollars in expenditures, \$9 million dollars returned in Facilities and Administrative Costs (F&A), this is about twice the current F&A return. Achieving these aspirations will double the amount of money the university has to invest in the research enterprise. The UCFS Enhance and Grow the Research Enterprise work group is tasked with identifying challenges and making recommendations about how to expand research funding in order to meet the aspirations set. The individual investigator is still the cornerstone of the research enterprise.

Professor Yao (Engineering and Technology) asked if this information could be shared with his colleagues. Interim Chief Research Officer Van Scott responded affirmatively and enthusiastically encouraged distribution of this information so as many faculty as possible can be aware of the University's success.

Interim Chief Research Officer Van Scott invited Paul Gemperline, Dean of the Graduate School to discuss graduate enrollment. Dean Gemperline stated that graduate enrollment has decreased from 4900 for Fall 2013 to 4750 for Fall 2014, this is a 3.3% decline. Graduate enrollment peaked in Fall 2009 with a headcount of about 5800, consequently the total decline is approximately 19%. The number of students who applied for Fall enrollment went down from 4820 last fall to 4389 for this Fall, a decline of 9%. A significant portion of that decline occurred in students from eastern NC. Admitted students experienced a 4.1% decline. Number of enrolled students is down 3.3%, whereas the number of enrolled first time students has remained the same with 1,672 for Fall 2013 and 1,674 for Fall 2014. This suggests that the declining enrollment is related to a larger number of degrees awarded and fewer returning students. Colleges and departments have been engaged in a telephone and email campaign to retain the students at risk for not returning and this helped to minimize student attrition. Overall, the graduate student body stands at 18% of headcount with half of the graduate students enrolled in online programs. It is important to retain graduate students because graduate student enrollment supports scholarship and research and helps the university to recruit strong faculty.

Professor Loy (Health and Human Performance) requested an update on the Recruiter system, the new online application system. Dean Gemperline stated that it went live on October 15 and the Graduate School is working to move applications pushed from Recruiter into Extender with lots of support from ITCS at this time. Dean Gemperline further explained that 60 licenses were purchased for access to the system and this should allow one access for each department. Professor Loy asked how long before faculty can access the recruiter system/applications. Dean Gemperline replied that Heidi Puckett in his office will have this available very soon.

Professor Dotson-Blake (Education) asked if academic units or departments could have individual licenses. Dean Gemperline replied that licenses are tied to a person's Banner login credentials, negating the possibility that a common department account could be established.

Professor Christensen (Biology) asked for further information about the drivers for the decrease in graduate students. Dean Gemperline replied that factors affecting the decrease include the

legislature's elimination of teacher salary supplements for advanced degrees; increased competition with other schools to garner top students, i.e. others within the State offering online MBA programs; and declining populations in eastern North Carolina rural counties, with young people moving to metropolitan areas.

Professor Morin (Communication) stated that 6% of PhDs awarded in the United States are granted to foreign students and she asked if ECU has an appropriate number of these students? Dean Gemperline stated that the institution faces challenges to providing the full tuition scholarship packages for these students, which helps to recruit these students. Currently the university has only 196 out-of-state tuition remissions and 160 of these are from state-appropriated funds, with the rest being drawn from campus resources.

Professor Kulesher (Allied Health Sciences) asked what percentage of graduate students are in certificate-only programs. Dean Gemperline replied that though he does not have that number readily available, it was a very small proportion and he guessed less than 5%.

Professor Chen (Medicine) asked if the graduate student declines were across all schools. Dean Gemperline replied that he compiled the trends and would be happy to distribute to those interested but would not want the compilation of information distributed widely.

Professor Martinez (Foreign Languages and Literatures) asked what were the strategies to move forward? Dean Gemperline replied that the Graduate School is increasing online advertising (banner ads). Last year the Graduate School spent \$87,000 on online advertising, primarily Google Banner Ads. The Graduate School also contacted deans to request which programs are likely to benefit from increased advertising, and are working to identify areas in which students will pay their own way for graduate education. Each Dean has also been asked to have programs turn in Graduate Enrollment Plans. There are typically four basic kinds of constraints to increasing graduate enrollment: student demand, faculty constraints, number of clinical training sites, and assistantship funding.

E. Andrew Morehead, Chair of the Faculty

Professor Morehead provided the following remarks to the Faculty Senate.

"The ongoing academic scandal at UNC-Chapel Hill brought to mind several other examples, all of which have a common thread – the influence of big money on academic research and curriculum. The constant pressure to seek alternative funding streams brought on by declining state and federal funding means that we must be ever vigilant of such conflicts between our academic mission and financial interests.

Let's begin with the corrosion of the academic values at Chapel Hill. While there is plenty of blame to go around, from coaches, athletics "academic" advisors, the athletic director, all the way to the previous Chancellor, the fact that faculty members, including the Chair of the Faculty (and director of the apparently ironically named Parr Center for Ethics), were aware of what was going on and failed their university and students so spectacularly is a very difficult blow to bear. After all, if the Chancellor, Dean, the Chair of a department, and the Chair of the Faculty (all of whom are faculty members) can't be trusted to defend the academic standards of an institution of higher learning, who can?

Consider that Chapel Hill spends nearly 83 million dollars per year on athletics. The sheer size of that budget means that the pressure to win is intense for coaches and the athletics department, and when coupled with either good intentions or out-and-out fandom on the part of the advisors and faculty involved, corners were cut. Student-athletes willingly participated, believing they would eventually become professional athletes and that their cheating themselves of the education they were earning through their talents was meaningless.

In 1998, Dr. Andrew Wakefield of the Royal Free Hospital and UCL Academic Health Sciences published a paper in *Lancet* purporting to reveal a connection between the MMR vaccine and autism. Subsequent research and an investigation by the *Sunday Times* clearly established that these results were fraudulent and that Wakefield had received funds from law firms totaling nearly \$800,000. It took six years to completely uncover the fraud, and to this day anti-vaccine forces persist in ignoring the facts and have now become a not insignificant health risk in their own right as their unvaccinated children lower the level of herd immunity and previously thought eradicated diseases make a comeback. One wonders how twelve co-authors and the peer reviewers apparently did not catch the fraud, nor did any of the medical school's administrators. Such failures to police our own just reduce public confidence and may result in more calls for external regulation.

In 2008, NPR reported that 25 universities, including four in the UNC system, had received "several million dollars"; the gifts were to promote the teaching of Ayn Rand's *Atlas Shrugged*. The effort was spearheaded by the CEO of BB&T, John Allison IV, North Carolina native and recipient of an honorary degree from ECU. Our campus's discussions (as some of you may remember) on whether we should apply for the grant led to a Faculty Senate Resolution and the *policy on gifts requiring changes to the curriculum*. Leaving aside the question of whether students would read a 1200-page book for class, the issues of faculty control of the curriculum and big money loom over such discussions. This is a difficult issue; I had a wonderful lunchtime discussion of *Atlas Shrugged* with two of our honors college students, so it is not a question of whether it is appropriate or worthwhile to teach this particular book in a class, but whether the interpretation of that material by individual faculty members will be influenced.

These examples, and, unfortunately, a multitude of others, reveal the importance of strong faculty oversight and vigilance against the potential corrupting influence of outside forces. We cannot maintain the fiction that academe is the pure ivory tower, above the fray. It is on the faculty to protect our student-athletes from the pressure to cut corners, and we can do that via the Faculty Senate University Athletics Committee and the Faculty Athletics Representative, and through holding our student-athletes to the same standards of rigor we expect from all the students in our classes. It is our role in shared governance to ensure strong and workable conflict of interest and commitment policies, to protect whistleblowers and investigate allegations of misconduct, to be open with our data and honest in our conclusions. Finally, as gatekeepers of academic freedom, we must stand firm against efforts to shape our curriculum to proselytize for any position; remembering that we are seekers of truth and committed to a marketplace where the best ideas rise to the top, not those supported by the most money."

Professor Martinez (Foreign Languages and Literatures) mentioned a book to serve as a reference for resolving the ethical dilemmas confronting today's higher education, entitled *Recommended Principles to Guide Academy-Industry Relationships*. Chair Morehead thanked Professor Martinez for

the suggestion and stated that ECU needed to be diligent when accepting money with strings attached and that it is critical to follow best practices.

Professor Levine (Medicine) asked how certain are faculty that student-athletes at ECU are held to the same standards as other students. Professor Morehead responded that the administration and faculty have invested significant time and effort in designing a process that follows best practices. Interim Provost Mitchelson stated that he had recently met with Tim Wiseman, Assistant Vice Chancellor for Enterprise Risk Management, and Stacey Tronto (Internal Auditor) on this issue to ensure that ECU does not have any problems. Professor Christian (Business), Chair of the University Athletics Committee, shared his confidence that between course clustering, the attendance policy, other policy checks and processes ECU is in a really good place in reference to how we handle our student athletes.

F. Approval of Fall 2014 Graduation Roster, including honors program graduates  
There was no discussion and Professor Mary Gilliland (Medicine) moved approval of the Fall 2014 Graduation Roster, including honors program graduates. **RESOLUTION #14-76**

G. John Tucker, University Historian  
Professor Tucker shared a presentation focused on the history of East Carolina University and the Faculty Senate. His presentation referenced several historical moments relating to the past 50 years of shared governance. There were no questions posed to Professor Tucker.

H. Question Period  
Professor Bauer (English) asked the Provost to explain the philosophical and practical positions guiding the process of evaluating criticality reports and asked if some units had been given permission to search for faculty to fill open positions. Interim Provost Mitchelson replied that the process varied. He noted that the English Department received a tenure track position for the quality enhancement plan/QEP activities and there had been a small purposeful number of fixed term positions given to some academic units.

#### **Agenda Item IV. Unfinished Business**

There was no unfinished business to come before the body.

#### **Agenda Item V. Report of Graduate Council**

Professor Terry West (Biology) presented for formal review and advice curriculum and academic matters acted on and recorded in both the [September 8, 2014](#) (GC#14-40) and [October 20, 2014](#) (GC#14-41) Graduate Council meeting minutes, including actions acted on and recorded in the [September 3, 2014](#) (GCC#14-42) Graduate Curriculum Committee meeting minutes, that the text of the section coded schedule changes has been clarified to cover dropping a single class in addition to dropping all classes. An additional item discussed was the new graduate assistantship contract which deals with workload policy and several other items including, time limits for support, confirming fluency for English for students for whom English is not their first language, summer graduate teaching assistantships and a final new section that deals with reassignment and reappointment.

There was no discussion and the curriculum and academic matters acted on and recorded in the [September 8, 2014](#) (GC#14-40) and [October 20, 2014](#) (GC#14-41) Graduate Council meeting minutes, including actions acted on and recorded in the [September 3, 2014](#) (GCC#14-42) Graduate

Curriculum Committee meeting minutes were reviewed and approved as formal faculty advice to the Chancellor. **RESOLUTION #14-77**

## Agenda Item VI. Report of Committees

### A. Committee on Committees

Professor Charles Boklage (Medicine), Chair of the Committee, first presented the second reading of proposed revisions to the Unit Code Screening Committee Charge. There was no discussion and the revised Unit Code Screening Committee Charge was approved as presented. **RESOLUTION #14-78**

Professor Boklage then stated the vacancies on the administrative University Committee on Academic Integrity were due to a revised charge requiring sixteen faculty members to serve on appellate panels. The following faculty members were elected by acclamation to serve on this important administrative committee. Thanks were extended to all faculty members who volunteered to serve.

Regular Members	Academic Unit	Term	College/School	Office Location	Mail #	Office #
Ran Hu	Education	2015	Education	Speight 121	504	737-2485
Abid Butt	Medicine	2015	Medicine	Brody 3E-149	628	744-4650
Ronald Sessoms <i>graduate faculty</i>	Engineering & Technology	2015	Engineering & Technology	Rawl 332	307	328-1382
Kelley Reinsmith-Jones	Social Work	2015	Human Ecology	Rivers 206	505	328-1450
Janice Neil <i>graduate faculty</i>	Nursing	2015	Nursing	Health Sciences 3185A	162	744-6407
Deborah Thomson <i>graduate faculty</i>	Communication	2016	Fine Arts & Communication	Joyner East 211	524	328-2670
Steve Cerutti <i>graduate faculty</i>	Foreign Languages & Literatures	2016	Arts and Sciences	Bate 3325	556	328-6031
Pamela Hopkins <i>graduate faculty</i>	Communication	2016	Fine Arts & Communication	Joyner East 106A	524	328-6717
Jonathan Dembo <i>graduate faculty</i>	Academic Library Services	2016	Academic Library Services	Joyner Library 4014	516	328-2661
Teresa Ryan	Engineering & Technology	2016	Engineering & Technology	Slay 248	117	737-4980
Paige Viren <i>graduate faculty</i>	Health & Human Performance	2016	Health & Human Performance	Belk 1408	540	737-2425
Charles Boklage <i>graduate faculty</i>	Medicine	2017	Medicine	Brody 3N72	632	744-2301
Marlena Barber	Health Sciences Library	2017	Health Sciences Library	Laupus 3502-D	612	744-2229
Tony Polito <i>graduate faculty</i>	Business	2017	Business	Bate 3408	503	328-6569
Anne Mallory <i>graduate faculty</i>	English	2017	Arts and Sciences	Bate 2146	555	328-1454

Carolyn Horne <i>graduate faculty</i>	Nursing	2017	Nursing	Health Sciences 3171	162	744-6451
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B. Faculty Governance Committee

Professor Nelson Cooper (Health and Human Performance) Chair of the Committee presented the first reading of proposed revisions to the *ECU Faculty Manual*, Part II. ECU Organization and Shared Governance, Section II, subsection IV of the By-laws of the Faculty Constitution of ECU. Chair Morehead noted that action on the proposed revisions to the *ECU Faculty Manual* would be considered by the Faculty Senate on December 2, 2014.

Professor Martinez (Foreign Languages and Literatures) expressed her support for extending shared governance to all faculty members and asserted the need job security for fixed-term faculty members. She stated that she would like to see administration support the needs of fixed-term faculty and provide more multi-year contracts.

Professor Given (Foreign Languages and Literatures) expressed gratitude for the various academic committees involved in seeing this issue through to the end. He strongly favored the notion that faculty are not truly faculty colleagues unless all are eligible to participate in shared governance.

C. University Curriculum Committee

Professor Lori Flint (Education), Chair of the Committee, presented curriculum and academic matters acted on and recorded in the [October 9, 2014](#) meeting minutes, including a new course in the School of Theatre and Dance.

There was no discussion and the curriculum and academic matters acted on and recorded in the [October 9, 2014](#) University Curriculum Committee meeting minutes, including a new course in the School of Theatre and Dance were approved as presented. **RESOLUTION #14-79**

D. Educational Policies and Planning Committee

Professor Ed Stellwag (Biology), Chair of the Committee presented curriculum and academic matters acted on and recorded in the [October 10, 2014](#) Educational Policies and Planning Committee meeting minutes, including request deletion of existing concentrations within BFA in Art: Fabric Design and Weaving Design (consolidation of content under existing concentration, Textile Design) and deletion of concentration in Wood Design within the School of Art and Design; request conversion of a MA in Geography to a MS in Geography within the Department of Geography, Planning and Environment (GC#14-2); request elimination of the Jazz Studies Minor and Certificate in Jazz Studies and Certificate in Suzuki Pedagogy within the School of Music; request elimination of the Public Health Analysis and Management concentration in the MPH degree program in the Department of Public Health within the School of Medicine (GC#14-7); request to establish new concentrations in Epidemiology and Health Administration in the MPH degree program in the Department of Public Health within the School of Medicine (GC#14-7); and request for Exception to 20% Rule on Transfer Credit from the National Defense University (NDU) to the MSTS and MSNT Degree programs in the Department of Technology Systems within the College of Engineering and Technology (GC#14-31).

Professor Perry (Anthropology) noted that the minutes were not yet available. Professor Stellwag apologized and stated that he would make sure they were available by the next day.

Following discussion the curriculum and academic matters acted on and recorded in the [October 10, 2014](#) Educational Policies and Planning Committee meeting minutes, including request deletion of existing concentrations within BFA in Art: Fabric Design and Weaving Design (consolidation of content under existing concentration, Textile Design) and deletion of concentration in Wood Design within the School of Art and Design; request conversion of a MA in Geography to a MS in Geography within the Department of Geography, Planning and Environment (GC#14-2); request elimination of the Jazz Studies Minor and Certificate in Jazz Studies and Certificate in Suzuki Pedagogy within the School of Music; request elimination of the Public Health Analysis and Management concentration in the MPH degree program in the Department of Public Health within the School of Medicine (GC#14-7); request to establish new concentrations in Epidemiology and Health Administration in the MPH degree program in the Department of Public Health within the School of Medicine (GC#14-7); and request for Exception to 20% Rule on Transfer Credit from the National Defense University (NDU) to the MSTS and MSNT Degree programs in the Department of Technology Systems within the College of Engineering and Technology (GC#14-31) were approved as presented. **RESOLUTION #14-80**

E. Foundations Curriculum and Instructional Effectiveness Committee

Professor George Bailey (Philosophy), Chair of the Committee presented first curriculum and academic matters acted on and recorded in the meeting minutes of [October 20, 2014](#), including approval for domestic diversity designation for GEOG 4340 and global diversity designation for MUSC 2209 and HIST 3462.

There was no discussion and the curriculum and academic matters acted on and recorded in the [October 20, 2014](#) Foundations Curriculum and Instructional Effectiveness Committee meeting minutes, including approval for domestic diversity designation for GEOG 4340 and global diversity designation for MUSC 2209 and HIST 3462 were approved as presented. **RESOLUTION #14-81**

Professor Bailey then provided clarification that COMM 3180 Intercultural Communication was approved in [February 2014](#) for global diversity designation only. There were no questions posed to Professor Bailey about the clarification.

F. Faculty Welfare Committee

Professor Rachel Roper (Medicine), a member of the Committee presented first formal faculty advice on proposed regulation on Protection for Reporting Improper Government Activities, noting that there were no suggested revisions to the proposed regulation. This regulation explains what improper activities are and that people who report should not be retaliated against due to their reporting.

There was no discussion and the formal faculty advice on the proposed regulation on Protection for Reporting Improper Government Activities, with no suggested revisions was approved as presented. **RESOLUTION #14-82**

Professor Roper then presented formal faculty advice on proposed Employment of Related Persons (Anti-Nepotism) Policy, noting several revisions that the Committee proposed.

There was no discussion and the formal faculty advice on the proposed Employment of Related Persons (Anti-Nepotism) Policy, with suggested revisions was approved as presented. **RESOLUTION #14-83**

G. Research/Creative Activities Committee

Professor Jay Newhard (Philosophy and Religious Studies), Chair of the Committee presented revised [Guidelines](#) for 2014-2015 Research and Creative Activity Awards (RCAA) Competition and noted that the committee had been allocated \$25,000 to fund meritorious research projects and creative activities.

There was no discussion and the revised [Guidelines](#) for 2014-2015 Research and Creative Activity Awards (RCAA) Competition were approved as presented. **RESOLUTION #14-84**

**Agenda Item VII. New Business**

There was no new business to come before the body at this time.

There being no further business, the meeting adjourned at 4:15 p.m.

Respectfully submitted,

Kylie Dotson-Blake  
Secretary of the Faculty  
College of Education

Lori Lee  
Faculty Senate

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**FACULTY SENATE RESOLUTIONS APPROVED AT THE NOVEMBER 4, 2014, MEETING**

Resolution #14-76

Approval of Fall 2014 Graduation Roster, including honors program graduates.

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Resolution #14-77

Formal faculty advice on curriculum and academic matters acted on and recorded in the [September 8, 2014](#) (GC#14-40) and [October 20, 2014](#) (GC#14-41) Graduate Council meeting minutes, including actions acted on and recorded in the [September 3, 2014](#) (GCC#14-42) Graduate Curriculum Committee meeting minutes.

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Resolution #14-78

Proposed Revisions to the Academic Unit Code Screening Committee Charge

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

1. Name: Unit Code Screening 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 Vice Chancellor for Research and Graduate Studies or an appointment

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 reviews academic unit codes and changes to existing academic unit codes to insure compliance with [Part IV](#) Academic Units, Codes, and Seven Year Unit Program Evaluation and [Part III](#), Section I. UNC Policy Manual and the UNC Code (UNC Board of Governors) of the *ECU Faculty Manual* and other appropriate documents.
  - B. The committee revises the "Guidelines for Writing and Revising a Unit Code of Operation" when necessary.
  - C. The committee coordinates the review of and recommends related policies and procedures for unit codes with the Faculty Governance Committee and/or other committees as appropriate.
5. To Whom The Committee Reports:  
The committee makes its recommendations to the Faculty Senate.
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:  
None
8. Standard Meeting Time:  
~~The committee does not have a standard meeting time.~~  
**The committee meeting time is scheduled for the third Wednesday of each month.**

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Resolution #14-79

Curriculum and academic matters acted on and recorded in the [October 9, 2014](#) University Curriculum Committee meeting minutes including a new course in the School of Theatre and Dance.

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Resolution #14-80

Curriculum and academic matters acted on and recorded in the [October 10, 2014](#) Educational Policies and Planning Committee meeting minutes, including request deletion of existing concentrations within BFA in Art: Fabric Design and Weaving Design (consolidation of content under existing concentration, Textile Design) and deletion of concentration in Wood Design within the School of Art and Design; request conversion of a MA in Geography to a MS in Geography within the Department of Geography, Planning and Environment (GC#14-2); request elimination of the Jazz Studies Minor and Certificate in Jazz Studies and Certificate in Suzuki Pedagogy within the School of Music; request elimination of the Public Health Analysis and Management concentration in the MPH degree program in the Department of Public Health within the School of Medicine (GC#14-7); request to establish new concentrations in Epidemiology and Health Administration in the MPH degree program in the Department of Public Health within the School of Medicine (GC#14-7); and request for

Exception to 20% Rule on Transfer Credit from the National Defense University (NDU) to the MSTs and MSNT Degree programs in the Department of Technology Systems within the College of Engineering and Technology (GC#14-31).

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Resolution #14-81

Curriculum and academic matters acted on and recorded in the [October 20, 2014](#) Foundations Curriculum and Instructional Effectiveness Committee meeting minutes, including approval for domestic diversity designation for GEOG 4340 and global diversity designation for MUSC 2209 and HIST 3462.

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Resolution #14-82

Formal Faculty Advice on Proposed Regulation on Protection for Reporting Improper Government Activities

No suggested revisions

Authority: Chancellor

History: Initiated July 2011; Revised February 2014

Related Policies: ECU Faculty Manual - Part VII, Section II  
Regulation on Research Misconduct - REG10.45.01

Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex - REG06.40.01

HIPAA Privacy Complaint Process - REG12.60.08

Additional References: North Carolina General Statute Chapter 126, Article 14

Pilot Program for enhancement of contractor protection from reprisal for disclosure of certain information, 41 U.S.C. § 4712

ARRA Whistleblower Provisions

Office of Grants and Contracts Federal Whistleblower Procedures

Clinical Support Services Employee Handbook [http://www.ecu.edu/cs-admin/humanresources/customcf/Policies/SPA\\_CSS\\_Policies/CSS\\_Employee\\_Handbook.pdf](http://www.ecu.edu/cs-admin/humanresources/customcf/Policies/SPA_CSS_Policies/CSS_Employee_Handbook.pdf)

Human Resources [http://www.ecu.edu/cs-admin/humanresources/customcf/Policies/SPA\\_CSS\\_Policies/SPA-CSS-Employee-Handbook.pdf](http://www.ecu.edu/cs-admin/humanresources/customcf/Policies/SPA_CSS_Policies/SPA-CSS-Employee-Handbook.pdf)

Contact for Info: Office of Internal Audit and Management Advisory Services 252-328-9025

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1. State Employees

1.1 East Carolina University encourages State employees to report, verbally or in writing, to their supervisor, the Chancellor, or to the appropriate campus office with authority (as described below), evidence of activity by the University or any State employee that constitutes:

1.1.1 A violation of State or federal law, rule or regulation, or a University policy embodying the same;

1.1.2 Fraud;

1.1.3 Misappropriation of State resources;

1.1.4 Substantial and specific danger to the public health and safety; or

1.1.5 Gross mismanagement, a gross waste of monies, or gross abuse of authority, whether relating to state or federal resources (including, but not limited to, grants and contracts).

1.1.6 It is the policy of ECU that state employees shall be free of intimidation or harassment when reporting to public bodies about matters of public concern; including offering testimony to or testifying before appropriate legislative panels.

## 1.2 Protection from Retaliation

1.2.1 Neither the Chancellor nor any other State Employee exercising supervisory authority shall discharge, threaten, or otherwise discriminate against a State employee regarding the State employee's compensation, terms, conditions, location, or privileges of employment because that person, or a person acting on behalf of the employee, reports or is about to report, verbally or in writing, activity as described in Section 1 of this Regulation or N.C. Gen. Stat. § 126-84(a)(1)-(5) unless the State employee knows or has reason to believe that the report is inaccurate.

1.2.1.2 No State employee may retaliate against another State employee because the employee, or a person acting on behalf of the employee, reports or is about to report, verbally or in writing, any activity as described in Article 1 of this Regulation or N.C. Gen. Stat. § 126-84(a)(1)-(5).

1.2.2 Neither the Chancellor nor any other State employee exercising supervisory authority shall discharge, threaten, or otherwise discriminate against a State employee regarding the employee's compensation, terms, conditions, location, or privileges of employment because that employee has refused to carry out a directive which *in fact* constitutes a violation of State or federal law, rule or regulation or poses a substantial and specific danger to the public health and safety.

1.2.2.1 No State employee shall retaliate against another State employee because the employee has refused to carry out a directive that may constitute a violation of State or federal law, rule or regulation, or poses a substantial and specific danger to the public health and safety.

1.2.3 The protections of this Regulation and Article 14 of Chapter 126 the North Carolina General Statutes shall include State employees who report any activity described in Section 1.1 of this Regulation or N.C. Gen. Stat. § 126-84 to the State Auditor as authorized by N.C. Gen. Stta. § 147-64.6B or Program Evaluation Division as authorized by N.C. Gen. Stat. § 120-36(10).

1.3 Notice. ECU shall post notice or otherwise inform its employees of the protections and obligations of this Regulation and Article 14 of Chapter 126 of the North Carolina General Statutes in accordance with applicable law.

## 2. Additional actions or protections

2.1 External sponsors of specific ECU programs may have additional protections for whistleblowers or may mandate additional reporting requirements for activities that they fund.

2.2 ECU will comply with sponsor requirements for whistleblower protections and notifications.

### 3. Reporting Suspected Improper Activities

- 3.1 Individuals who have reason to suspect improper activities should, as soon as possible, report their suspicions, verbally or in writing, to their immediate supervisor or if the supervisor is involved in the suspected improper activities, to the supervisor's manager.
- 3.2 Students who have reason to suspect improper activities should, as soon as possible, report their suspicions, verbally or in writing, to the Dean of Students or Dean of the Graduate School.
- 3.3 Individuals reporting suspected improper activities are encouraged to provide as much specific information as possible including names, dates, locations, events that took place, and the perception of why the incident(s) may constitute improper activities. Anonymous written and telephonic communications will be accepted.

### 4. Investigation Procedures

- 4.1 ECU sectors including Internal Audit, Human Resources, and Equity and Diversity, may have specific procedures when coordinating and conducting investigations of certain types of suspected improper activities. Members of the University community should immediately report suspected improper activities to the appropriate sector and should not conduct an investigation or review themselves.

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#### Resolution #14-83

#### Formal Faculty Advice on Proposed Employment of Related Persons (Anti-Nepotism) Policy

(Additions are noted in **bold** print and deletions in ~~strike through~~)

Authority: Board of Trustees

History: New

Related Policies: [Office of State Human Resources Selection Policy](#); [UNC General Administration Employment of Related Persons Policy](#); [UNC General Administration Guidelines on Implementing Anti-Nepotism Policy](#)

Additional References:

Contact for Info: Associate Vice Chancellor, Department of Human Resources (telephone: 252-328-9847)

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#### 1. Introduction

This policy serves to uphold the university's high standards of professional and ethical conduct, specifically with respect to employee interpersonal relationships. The intent of this policy is to provide assurance that all employees are able to work in an environment where they can be objectively supervised and evaluated.

This policy defines the types of employee interpersonal relationships that by their very existence create an inherent conflict of interest that affects an employee's ability to be objectively supervised or evaluated. This policy also proscribes specified conduct with respect to employee interpersonal relationships and provides for disciplinary action for violations of this policy.

## 2. Definitions

### 2.1 Amorous Relationship

An Amorous Relationship exists when two individuals voluntarily engage in a romantic relationship, ~~for examples~~ **examples include:** dating, engaged **to be married, and/or** sexually intimate.

### 2.2 Familial Relationship

A relationship between two related persons. For purposes of this policy, “related persons” includes:

- Husband/Wife
- Domestic Partner
- Parent/Child
- Brother/Sister
- Grandparent/Grandchild
- Aunt/Uncle and Niece/Nephew
- First Cousins
- Guardian/Ward
- Anyone living in the same household or whose relationship is so closely identified with another as to suggest a conflict, or
- Ex-, Step-, Half-, and In-Law relationships as appropriate based on the above list.

The prohibitions in this policy applicable to familial relationships **or amorous relationships** shall continue after the termination of the relationship (e.g., divorce) until such time as there is no effect upon impartiality.

### 2.3 Employment Decision

A decision that includes, but is not limited to, one relating to the search, selection, or appointment of an individual to employment; establishing the terms and conditions of employment; determining compensation; evaluating work performance; voting for or otherwise considering reappointment, promotion, or tenure; issuing disciplinary action; or any other action that assesses, determines, or influences work performance, career progress, or other employment status.

## 3. Prohibited Conduct

### 3.1 Employment Decisions

A University employee shall not have or share authority for employment decisions for an employee with whom the individual has **or has had** an amorous or familial relationship.

## 4. Duty to Disclose

**All actual or potential conflicts of interest created by an amorous or familial relationship as defined in this policy shall be disclosed to the Department of Human Resources in order to avoid a potential violation of this policy.**

### 4.1 New Employee

Upon hire, all new employees have a duty to disclose **any** actual or potential conflicts of interest **created by an amorous or familial relationship as defined in this policy** by contacting the Department of Human Resources.

#### 4.2 Change in Status

A change in an employee's status (i.e. employment, or personal relationship) that would establish an actual or potential violation of this policy (where one did not exist previously) creates a duty to disclose the actual or potential conflict of interest by contacting the Department of Human Resources. For example, an employment action (i.e., new hire, promotion, position reclassification, reassignment of job responsibilities) or a decision of two employees to begin dating may result in a potential violation **of policy as described in section 3.1.**

4.3 Failure to disclose an actual or potential conflict of interest or failure to disclose in a timely manner shall constitute a violation of this policy.

#### 5. Conflict Management Plan

Upon appropriate disclosure pursuant to section 4 and where determined to be appropriate, Human Resources will oversee the development, approval and monitoring of a conflict management plan to avoid a violation of this policy. Failure to adhere to an approved conflict management plan shall constitute a violation of this policy.

#### 6. Disciplinary Action

Employees who violate this policy will be subject to disciplinary action up to and including dismissal. Such disciplinary action shall be conducted in accordance with existing University policies and procedures

**7. This policy is not intended to impede hiring of faculty spouses/partners as outlined in the [Faculty Spousal and Domestic Partner Hiring Standard Operating Procedure](#).**

#### 87. Reporting

The Chancellor shall report annually to the Board of Trustees, at the regular meeting falling closest to the date of commencement, concerning all specific cases during the preceding year in which the terms of this policy were applied.

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Resolution #14-84

Revised [Guidelines](#) for 2014-2015 Research and Creative Activity Awards (RCAA) Competition.