

**East Carolina University
FACULTY SENATE
FULL MINUTES OF APRIL 15, 2014**

The eighth regular meeting of the 2013-2014 Faculty Senate was held on Tuesday, April 15, 2014, in the Mendenhall Student Center.

Agenda Item I. Call to Order

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

Agenda Item II. Approval of Minutes

The minutes of [March 18, 2014](#) were approved as presented.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Painter-Patton (Allied Health Sciences), Shores and Cortright (Health and Human Performance), White (Academic Deans' Representative/Technology and Computer Science), and Taggart (Faculty Assembly Delegate/Music).

Alternates present were: Professors Tisnado for LaMere (Art and Design), Hegde for Lookabaugh (Child Development and Family Relations), Hopkins for Morin (Communication), Bauer for Cope (English), Hashimoto for Deale (Hospitality Leadership), Benson for Robinson (Mathematics), and MacGilvray for Levine (Medicine).

B. Announcements

The Chancellor has approved/received the following resolutions from the February 2014 Faculty Senate meeting:

- 14-20 Formal faculty advice on curriculum matters acted on and recorded in the Graduate Curriculum Committee's meeting minutes of [December 4, 2013](#) and [January 15, 2014](#).
- 14-21 Formal faculty advice on academic matters acted on and recorded in the Graduate Council's meeting minutes of [December 9, 2013](#) and [January 27, 2014](#).
- 14-22 Curriculum and academic matters contained in the University Curriculum Committee's meeting minutes of [December 12, 2013](#).
- 14-23 Curriculum and academic matters contained in the Writing Across the Curriculum Committee's meeting minutes of [February 10, 2014](#) including approval of writing intensive (WI) designation for HMG 4700 and removal of WI designation for HMG 3990, 3991, 3992.
- 14-24 Curriculum matters included in the Foundations Curriculum and Instructional Effectiveness Committee meeting minutes of [February 3, 2014](#), including approval for global diversity designation for ENGL 2050, ENGL 2760, ENGL 3720, FILM 3900, and FILM 3901 and domestic diversity designation for ENGL 2700, ENGL 2740, ENGL 4710, ENGL 4730, ENGL 4740, and FILM 4920.
- 14-25 Curriculum and academic program matters included in the Educational Policies and Planning Committee meeting minutes of [February 14, 2014](#), including request for authorization to develop a [minor in Interior Design](#) within the Department of Interior Design and Merchandising, request for authorization to plan a [Doctor of Public Health](#) (DrPH) with two concentrations 1) Public Health Administration and 2) Environmental and Occupational Health within the Department of Public Health in the School of Medicine, and a request for authorization to establish a [graduate certificate in Public Management and Leadership](#) within the Department of Political Science.

- 14-27 Whereas, ECU's Mission statement includes the following: "promotes wellness" and "improves quality of life"; and Whereas, prohibiting all smoking within sports venues would be consistent with the ECU Mission statement; Therefore Be It Resolved that the Faculty Senate requests the Chancellor and his administrative staff to review the smoking policies at the sports venues.

We are missing the following academic units' 2014/15 Faculty Senate representation: Allied Health Sciences, Business, Psychology and Theatre and Dance. Please forward this information to the Faculty Senate office at faculty senate@ecu.edu as soon as possible.

Thank you to Chancellor Ballard for providing the funding for refreshments during the monthly Faculty Senate meetings and for hosting the annual reception last night for faculty.

Faculty interested in periodically receiving past issues of *The Chronicle of Higher Education* are asked to call the Faculty Senate office at 328-6537 and place their name on a list for distribution.

Academic Committee Chairs are reminded that Committee Annual Reports are due in the Faculty Senate office by May 1, 2014.

A preliminary call for nominations for the *Board of Governors Award for Excellence in Teaching*, *Board of Governors Distinguished Professor for Teaching Award*, *East Carolina Alumni Association Outstanding Teaching Award* and *Robert L. Jones Teaching Award* has been distributed to academic units. Nomination materials will be due September 1 and portfolios due November 1. Information on the different award nominating procedures are available at <http://www.ecu.edu/cs-acad/fsonline/aa/academicawards.cfm>.

Measuring Research Impact: How can you measure the impact of your scholarly work? In addition to citation counts, scholars have used Impact Factors as an indicator of their impact for years, but these are imperfect and many journals don't have Impact Factors. Recent developments focus on the impact at the article level, as publishers (even large commercial publishers) and others create and implement tools for researchers to see the ways their scholarly products are used. Feel free to direct any questions to Joseph Thomas (thomasw@ecu.edu or 737-2728). Come hear about the H-index, SNIP, the Altmetric "donut," and more at one of the sessions listed below:

* Thursday, April 17, 10:00-11:00, 3503 Laupus Library. Co-presenters Marlena Barber and Joseph Thomas. Register at

<https://collab.ecu.edu/sites/cferegistration/Lists/Courses/DispForm.aspx?ID=1587>.

* Thursday, April 17, 2:00-3:00, 1008 Joyner Library. Co-presenters Jeanne Hoover and Joseph Thomas. Register at

<https://collab.ecu.edu/sites/cferegistration/Lists/Courses/DispForm.aspx?ID=1586>.

C. Steve Ballard, Chancellor

Chancellor Ballard asked the ECU community to study the 10 fiscal realities identified in the University Committee on Fiscal Sustainability (UCFS) Draft Report with Proposed Recommendations, March 28, 2014. One reality is that ECU has exhausted its savings over the past seven years. ECU is in a fiscal crisis. Chancellor Ballard compared the current state of ECU to when he was a young married assistant professor faced with a 25% salary reduction, no savings or parents that could help him. ECU has experienced a 25% reduction of funds. The administration is trying to save every penny to mitigate the responsibilities to the broader ECU community. ECU could incur massive layoffs,

vertical program reductions and other similar efforts to address the \$6 million reduction but the administration is trying to minimize these worst-case scenarios. He will not comment on the report because it is a draft and the Board of Trustees (BOT) needs to review the report. Chancellor Ballard wants the UCFS to look at revenue generation as a priority. One option is to increase enrollment. One hundred undergraduate students equates to \$1.9 million in revenue. If 300 or more additional undergraduate students were enrolled, ECU might meet the \$6 million budget reduction. There will be costs associated with increased student enrollment. Over the next five years, ECU will have fewer administrators. There is also a possibility of department and college consolidations. The Board of Governors (BOG) approved two institutions to consolidate at their last meeting. Chancellor Ballard will make a decision about the report some time in May.

In reference to the Post Tenure Review Report, Chancellor Ballard stated that the BOG believes that it is protecting tenure. He deferred further comment to Provost Sheerer who would have more information on the Post Tenure Review Report.

Chancellor Ballard received suggestions for nine candidates for the interim provost position. He is seriously considering five of these candidates. He will make an announcement on April 25. He suspects that by August 15, he will announce a search committee for the position. He believes that ECU will attract a great talent pool.

Professor Rigsby (Geological Sciences) expressed appreciation for his remarks on the budget and understands that ECU will need to do more, even if it does not save money. She was concerned about consolidating departments and the cost savings to the consolidations. She wanted to know if any peer institutions are engaging in consolidations. She was concerned that the consolidations could damage ECU's credibility and competency.

Chancellor Ballard replied that UNC - Greensboro laid off 100 employees instead of removing administrators. The Chancellor stated that ECU is always looking for ways to save money and retain talent.

Professor Martinez (Foreign Languages and Literatures) stated that she understands that the Chancellor does not want to comment on the report because it is in draft form. However, she asked if the Chancellor is attending the UCFS forums and listening to the concerns of faculty and staff?

Chancellor Ballard replied that the UCFS is the primary source to receive comments about the report. He will not read the comments until he has a final report. He stated that the UCFS is the most appropriate body to provide an overall assessment of the comments from the ECU community.

Professor Rigsby (Geological Sciences) suggested that the cost savings to the consolidation should be examined. She stated that the number one priority should be a cost/benefit analysis before restructuring.

Chancellor Ballard stated that he would make a decision based on protecting the academic core.

D. Marilyn Sheerer, Provost and Vice Chancellor for Academic Affairs
Provost Sheerer provide an update on the new libraries model. The Working Group, consisting of six members representing both libraries, met the April 1 deadline and has submitted their report. Provost Sheerer and Vice Chancellor Horns have accepted the report. Provost Sheerer said that she is

unsure as to when the new model will be implemented. Currently the report is being disseminated to the faculty and staff at both libraries.

Provost Sheerer reported that ECU was in the budget process. There will be a 1% reversion in June 2014. Joe Gaddis, Associate Vice Chancellor for Financial Administration, and she met and \$495,000 will be taken from the administration. They are also looking to see if units did not spend their operating monies. Vice Chancellor Niswander has stated that ECU needs to prepare for a 1-3% reduction in the Fall 2014.

Provost Sheerer announced that Dr. William Downs has accepted the position of Dean of the Thomas Harriot College of Arts and Sciences. He will be a full professor in the Department of Political Science.

Provost Sheerer provided an update on Fostering Undergraduate Student Success (FUSS): On March 24, an update was sent to UNC General Administration (GA) regarding where ECU stands with regard to implementation of the Fostering Undergraduate Student Success regulation by the fall semester.

- In that update, ECU was able to share that we are in full compliance with four of the six parts of the regulation:
 - 1) Limiting hours for baccalaureate degrees (128 hours or special permission beyond).
 - 2) Regulation on Student Financial Aid and Title IV – develop disclosure practices that will, at a minimum, include entrance and exit counseling for students receiving financial aid and compliance with Federal Title IV regulations that define a student as eligible for Federal financial aid for up to 150% of normal time to graduate and guidelines to monitor first undergraduate degree completion.
 - 3) Compliance with the Comprehensive Articulation Agreement (we are in the process of establishing four-year plan information sheets with community college equivalent courses for all majors).
 - 4) Information Distribution – ECU has a support plan for insuring information distribution in addition to the University Undergraduate Catalog being the official source for all University policies relating to student success requirements
- In that update, ECU indicated which parts of the other two major sections of the regulation for which ECU is in compliance and those sections in which ECU is in partial compliance and those sections for which compliance is stymied by time constraints. For some of the subsections, ECU is working on responding with changes needed in Banner. In other subsections for which ECU is in partial compliance, activity is underway to respond to the particulars of these subsections. Some of these subsections are not mandatory (e.g. additional student success measures may be identified) and others require some adjustments to current practices (e.g., mechanism to monitor where all courses necessary for graduation are offered on a timely basis and with an adequate number of sections for a student to graduate in four years) with no systematic process currently in place across all majors; DegreeWorks will help facilitate course needs.
- The two aspects which are somewhat problematic for ECU are:

- 1) Course withdrawal – this will require academic policy change, building the process in Banner, and communication of the change to faculty, staff and students.
 - 2) Excessive GPA requirements for admission or completion of majors – this will require extensive Faculty Senate review and action – some of which has already begun.
- On April 1 an update was sent to UNC-GA regarding status of implementation on one specific section of the regulation, III.C which “review of course scheduling and offerings.” There are three subparts to this section:
 - 1) If general education requirements allow appropriate student progress
 - 2) If excessive or unnecessary specifications or augmentation of GE courses for certain majors places an undue burden on students changing majors

Professor Henze (English) conveyed his desire for input on how SPOTS should be used in the annual evaluations. He commented that the student return rates have been poor compared to the past SOIS. Faculty are incentivizing to get data collection. He wanted to know why faculty cannot rely on the data collectors to retrieve the data instead of asking faculty to gather data.

Provost Sheerer acknowledged that the response rate is low. The Academic Council will ask the chancellor to ask to meet with the faculty officers and decide if ECU needs a different format. Course evaluations are mandated by UNC –GA. ECU must conduct student evaluations of classroom teaching.

E. Mark Sprague, Chair of the Faculty

Professor Sprague provided the following remarks to the Faculty Senate.

I have been thinking about the draft report of the University Committee on Fiscal Sustainability a lot lately. Hopefully, you have read the report and provided feedback on the recommendations and possible omissions. As I have said before, there are some recommendations in the report that we can all agree that we should implement. Other recommendations are controversial. I agree with most of the recommendations in the report, but there are some with which I disagree. I am sure each committee member could say the same thing.

The committee did not find a magic bullet that will make our funding problems go away. The ECU budget is very complicated, so I would like to give you a simplified “physicist’s picture.” Assume a spherical university.... Seriously, let’s look at the financial picture. Our revenues include state appropriations, tuition, fees, patient services, grants and contracts, fundraising, and a few other small sources of income. State appropriations are about 35% of our revenue. Our expenses include salaries and benefits, supplies and materials, utilities, depreciation, scholarships, and a few other small expenses. Salaries and benefits are about 67% of our expenses.

On the surface, the solution looks simple, right? If state appropriations are decreasing, we just decrease the non-salary/non-benefits portion of the budget by the same proportion, and the books balance. It is not that simple. We cannot use all our income for all types of expenses. For example, we cannot pay faculty salaries with student housing fees. We would go to jail. We cannot support the School of Music with money collected for patient services. Most faculty members are paid with state appropriations. A further complication is that student credit hour

generation and other funding metrics such as retention drive our state appropriations. If we make cuts that result in fewer student credit hours or a lower retention rate, our state appropriations will decrease in a negative feedback loop. As if the picture could not get more complicated, we have had an enrollment decline, so even if there are no budget cuts from the legislature, we will lose money.

One approach is to make sure all faculty members teach a certain number of course sections. (By the way, I firmly believe in differential teaching loads based on a faculty member's research and service contributions.) If this results in more course sections without changing the total student credit hour production, we have not accomplished much. There is only a certain amount of student credit hours available. A better approach might be to remove barriers to students taking the courses they need.

A wise department chair of mine once made the point that there must always be consequences to budget cuts. We need to identify cuts with consequences that will allow us to survive and eventually recover. Cuts like these will likely result in larger classes, fewer course sections offered, and fewer resources for research and creative activity. Overall, there will be a negative impact on our students, our faculty, and our region.

Given these realities, I am forced to conclude that we must adapt to being a smaller university. Since the release of the Program Prioritization Committee (PPC) report, the administration has been reallocating faculty positions based on the priority given to programs and some other metrics. I prefer this approach to drastic vertical cuts if possible; however, we must update the metrics and priority lists for programs to account for changes in productivity and changes in priority.

Some of the recommendations in the UCFS report call for changes to unit codes, moving them to the college or school level. The organization of code units at ECU is not haphazard. On the contrary, it is quite purposeful. The ECU Faculty Manual [Part V, Section I (I)] says:

... faculty members organize into self-governing departments, schools or colleges. The resulting organizational boundaries are neither arbitrary nor a reflection of individual interests. Disciplinary and interdisciplinary boundaries derive naturally from differences in the subjects studied and the methods required to generate new knowledge of these subjects. The operations of a faculty group organized around shared subject matters and research methodologies are governed by a document referred to as a "unit code."

Today the Faculty Governance Committee will present a report with recommendations on several unit-code-related issues. If accepted, these recommendations will provide guidelines as our committees draft changes to the Faculty Manual to address these issues. I encourage everyone to consider the proposed changes to unit codes carefully. Is there an academic reason for the change? If not, will the change result in fiscal savings, or will it simply create more administrators to run a larger unit? Will the changes allow the faculty to be more productive? You must ask these questions.

Yesterday, I heard a UCFS committee member say that faculty always want to cut the number of administrators, but when we propose cutting department chairs, deans, and vice

chancellors, they complain. It is important to look for administrative efficiencies and to consider some of the alternatives to them, such as cuts to our programs.

I would like to say thank you to the faculty officers. Andrew Morehead has served as Vice Chair of the Faculty for the last two years. He has given his time and knowledge to the faculty by serving on committees, serving as a Faculty Assembly officer, and providing advice and support to me. Cheryl McFadden has served as Secretary of the Faculty for two years. In addition to producing the minutes, she has truly kept us on track and on message. She has also provided us with the perspective of a faculty member outside Arts and Sciences (very important to me). Ken Wilson served as Parliamentarian of the Faculty last year and remains one of my most trusted advisors. Ken served as Chair of the Faculty from 1985-1987, and he has given me both his wisdom and his vast institutional knowledge. John Given has served as Parliamentarian of the Faculty this year. John has provided a steady, balanced approach. He has wisdom and insight beyond his years, and he can recite Euripides in ancient Greek (as far as I can tell). Lori Lee has provided steady support and sage advice for the last two years. I do not know what we would do without her.

I encourage the faculty to be involved in shared governance. The Faculty Senate is your voice. The administration will not wait around for faculty to tell them what to do. We have to be aware of what is happening and lead the discussion. This will only happen if you step up and lead. It all depends on you! Thank you!

There were no questions posed to Chair Mark Sprague.

F. Report on [April 4, 2014](#) UNC Faculty Assembly meeting

Professor Charles Boklage (Medicine), UNC Faculty Assembly Delegate, reported that the theme of the meeting was measurement/assessment of effectiveness at institutions within the UNC System.

Key points from the meeting included:

- The Comprehensive Articulation Agreement (CAA) has been finalized. Any graduate of the North Carolina Community College System (NCCCS) with an associate's degree meeting a specified set of requirements, can now be admitted to one of the 16 UNC institutions. There is no guarantee about the particular school or major that will accept the NCCCS graduates. There is a published list of courses that will be accepted for transfer credit and an appeal procedure in place. The transfer list is under constant review by faculty, via the Transfer Advisory Committee.
- The Graduate Education Council is charged with comprehensive review of existing general education structure, developing a recommended set of learning outcomes appropriate for all institutions (i.e. critical thinking and written communication), and exploring methodologies appropriate to assessing those outcomes. The UNC System is charged to become a national leader in assessing student achievement. The Council will be developing a system-wide assessment instrument to assure policy makers and administrators that student performance improves as a result of time spent doing university level academic work. The GEC is consulting with ETS to develop the appropriate instrument .

- The panel discussion focused on Fostering Undergraduate Student Success (FUSS). The focus is on retention and progress toward graduation. The purpose of FUSS is to ensure higher education accountability.

Following his report, three separate resolutions were offered, which were approved without discussion. In addition, Professor Boklage mentioned the resolution approved [honoring Professor Catherine Rigsby](#) for her service as UNC Faculty Assembly Chair.

[Proposed Revisions to Post Tenure Review](#) **RESOLUTION #14-41**

[Transparency of Financial Impacts in Program Changes](#) **RESOLUTION #14-42**

[Support of the General Education Council's Work on System Level Student Learning Outcome Assessment](#) **RESOLUTION #14-43**

There were no questions posed to Faculty Assembly Delegate Boklage.

G. Question Period

Professor Popke (Geological Sciences) asked in light of the Transparency of Financial Impacts in Program Changes resolution would the UCFS abide by the resolution and provide the financial savings of the recommendations before submitting the final report to the Chancellor. Vice Chancellor Niswander stated that the responsibility of the UCFS was not to assess the financial savings of the recommendations. The UCFS is not the appropriate committee to determine the cost/benefit of the recommendations because it will require extensive analysis.

Professor Felts (Health & Human Performance) asked if there was a specific dollar figure tied to student enrollment. Chair Sprague stated that according to the website, ECU has lost over 900 students. Professor Felts stated that ECU needs to determine the appropriate enrollment size. ECU is not the "fastest growing university" as stated in publications.

Chancellor stated that the BOT will charge a new enrollment management task force to examine this issue. UNC – Charlotte is the fastest growing institution in the UNC System. He stated that the reason for the previous growth at ECU was related to distance education but is not a factor now. He stated that ECU needs to examine the financial benefits of increasing the enrollment and the impact.

Professor Henze (English) stated that although it is not possible to have definitive cost savings numbers, it would be helpful to have some estimates of the savings.

Interim Vice Chancellor Mitchelson stated that this has been a constant concern expressed in forums and on the surveys. Unfortunately there is a lack of specificity that prevents the administration from providing a lot of financial figures. He referred to Part 2 of Program Prioritization Committee (PPC) report from two years ago where specific scenarios were listed with cost savings numbers. For example, if Research and Graduate Studies (R&GS) were to be consolidated with Academic Affairs, it will be a recurring savings of \$500,000 per year.

Professor Powers (Sociology) asked if the ECU community would see a revised draft before the final report is submitted. Interim Vice Chancellor Michelson stated he does not think there will be another major revision prior to submitting the report to the Chancellor due to time constraints and limited resources.

Professor Morehead (Chemistry) asked how the UCFS was going to incorporate the feedback into the final report. He also wanted to know if there were controversial items would the UCFS provide both a narrative and a table with survey numbers on the items.

Interim Vice Chancellor Michelson stated that all of the feedback would be incorporated during the next several committee meetings. The number one suggestion from the survey was for ECU to go paperless.

Chancellor Ballard stated that it would be helpful if he knew the faculty priorities if every college had a 3% reduction. He would rather have 300 additional undergraduate students rather than implementing some of the other scenarios. He also stated that he would not act on the report for another month.

Professor Dotson-Blake (Higher, Adult, & Counselor Education) appreciated the focus on revenue generation. She stated that ECU needed to focus less on reductions and more on innovation.

Professor Rigsby (Geological Sciences) stated again that in order to make a decision about consolidations, the ECU community needs to know the cost/benefit of such consolidations. The data will help faculty prioritize their recommendations.

Professor Maher (Philosophy and Religious Studies) asked if the search committee for the provost committee would have broad faculty representation.

Chancellor Ballard envisions that the committee would consist of 12-14 members representing faculty, BOT and other academic community individuals. He will seek the advice of the new faculty officers.

Agenda Item IV. Unfinished Business

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

Agenda Item V. Report of Graduate Council

Professor Bob Thompson, Chair of the Graduate Council presented first curriculum matters acted on and recorded in the [February 17, 2014](#) and [March 17, 2014](#) Graduate Council meeting minutes.

There was no discussion and the curriculum matters acted on and recorded in the Graduate Council meeting minutes of [February 17, 2014](#) and [March 17, 2014](#) were approved and will be forwarded to the Chancellor as formal faculty advice. **RESOLUTION #14-44**

Professor Thompson then presented curriculum and academic matters acted on and recorded in the [February 5, 2014](#), [March 5, 2014](#) and [March 19, 2014](#) Graduate Curriculum Committee meeting minutes.

There was no discussion and the curriculum and academic matters acted on and recorded in the Graduate Curriculum Committee meeting minutes of [February 5, 2014](#), [March 5, 2014](#) and [March 19, 2014](#) were approved and will be forwarded to the Chancellor as formal faculty advice. **RESOLUTION #14-45**

Agenda Item VI. Report of Committees

A. Faculty Welfare Committee

Professor Linda Crane-Mitchell (Child Development and Family Relations) presented first proposed additions to *ECU Faculty Manual*, Part XI, Section V. relating to Weapons Policy.

There was no discussion and the proposed additions to *ECU Faculty Manual*, Part XI, Section V. relating to Weapons Policy was approved as presented. **RESOLUTION #14-46**

Professor Crane-Mitchell then presented formal faculty advice on proposed Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex detailing the additions and deletions in the regulation and offered one editorial change to subsection 2.8.3.2.c replacing “or has a reasonable academic purpose....” with “or does not have a reasonable academic purpose....” The editorial change was accepted.

Professor White (Dental Medicine) asked if section 4.4 focused only on East campus. Professor Roper (Medicine), a member of the committee replied that it is the same reporting structure for West campus.

Professor Popke (Geography, Planning and Environment) offered a friendly amendment to the editorial amendment so that subsection 2.8.3.2.c would read “or unless it has a reasonable academic purpose....” instead of “does not have a reasonable academic purpose....” The amendment was accepted.

Following discussion and revisions to the proposed Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex were approved as amended and will be forwarded to the Chancellor as [formal faculty advice](#). **RESOLUTION #14-47**

Professor Crane-Mitchell then presented revisions to the current Faculty Serious Illness and Parental Leave Policy.

There was no discussion and the revisions to the Faculty Serious Illness and Parental Leave Policy were approved and will be forwarded to the Chancellor as [formal faculty advice](#).

RESOLUTION #14-48

B. Foundations Curriculum and Instructional Effectiveness Committee

Professor George Bailey (Philosophy and Religious studies) presented first curriculum matters recorded in the [March 17, 2014](#) meeting minutes, including approval of domestic diversity credit for HGMT 1500 and [March 31, 2014](#) meeting minutes, including approval of domestic diversity credit for HIST 1050, HIST 1051, HIST 3210, BUSS 2200, NURS 4906, SOCI 1010, SOCI 2110, SOCI 2111, SOCI 3100, SOCI 3219, SOCI 3326, SOCI 3400, SOCI 4327, SOCI 4341, SOCI 4345, SOCI 4347 and approval of global diversity credit for HIST 1031, HIST 3610, HIST 3615, HIST 3620, HIST 3630, GEOG 2100, GEOG 4320, NURS 4905, RELI 1690, RELI 2400, RELI 2500, RELI 2692, RELI 2693, RELI 2695, RELI 2696, RELI 3692, RELI 3698, RELI 3800, RELI 3896, RELI 3796, SOCI 3235.

There was no discussion and curriculum matters recorded in the Foundations Curriculum and Instructional Effectiveness Committee meeting minutes of [March 17, 2014](#), including approval of domestic diversity credit for HGMT 1500 and [March 31, 2014](#), including approval of domestic diversity credit for HIST 1050, HIST 1051, HIST 3210, BUSS 2200, NURS 4906, SOCI 1010, SOCI 2110, SOCI 2111, SOCI 3100, SOCI 3219, SOCI 3326, SOCI 3400, SOCI 4327, SOCI 4341, SOCI 4345,

SOCI 4347 and approval of global diversity credit for HIST 1031, HIST 3610, HIST 3615, HIST 3620, HIST 3630, GEOG 2100, GEOG 4320, NURS 4905, RELI 1690, RELI 2400, RELI 2500, RELI 2692, RELI 2693, RELI 2695, RELI 2696, RELI 3692, RELI 3698, RELI 3800, RELI 3896, RELI 3796, SOCI 3235 were approved as presented. **RESOLUTION #14-49**

Professor Bailey then presented four recommendations on COAD 1000 (<http://www.ecu.edu/cs-acad/fsonline/customcf/facultysenate/resolutions/2014/14-50COAD1000.pdf>)

Professor Maher (Philosophy and Religious Studies) stated that there was a way to move forward with COAD 1000. He noted that the committee examined two types of first-year seminars: extended orientation (taught mostly by Student Affairs staff and advisors) and academic model (discipline-based introduction to academic skills). The obstacle to implementing the latter model has been that the best way to teach these courses is to have a low faculty/student ratio. In an environment where everyone is being measured for SCH production, and resources are being allocated based on those measures, it is unwise for chairs to permit their faculty members to teach these courses, even though they would be serving good citizens of the university. The findings on the committee indicated that both freshmen-to-sophomore retention rates and completion rates would be enhanced with an academic first-year seminar. This could help all enrolled students perform at a higher level in all subsequent classes, to the betterment of both students and faculty. Departments will not likely to volunteer to provide this service to the University if they think they will suffer in the types of measures that are used in resource allocation. Academic units should be motivated to be involved because this would be an opportunity to attract majors.

Professor Maher then made a motion "During the 2014/15 academic year, ECU will pilot 10 sections of the academic model and that units that serve the university in this way be held harmless for the loss of student credit hours due to teaching these low-enrollment courses. In addition, a rigorous study will be undertaken that measures the effect of these academic courses and the COAD 1000 sections. Relevant measures could include: freshmen-to-sophomore retention, GPA, percentage of students who declare a major, and perhaps others."

Professor Henze (English) asked what would be the mechanism so that units were not held harmless. Chair Sprague replied that the motion did not specify the mechanism. Following discussion, the motion passed as presented.

Professor Martinez (Foreign Languages and Literatures) expressed her disappointment when she heard about COAD 1000 with no academic oversight, very limited faculty oversight, and financial cost from Student Affairs for offering this course for academic credit. She stated that faculty's primary responsibility was to maintain control of curriculum and the Faculty Senate should include this issue of COAD 1000 as a high priority in the coming academic year and encourage faculty involvement and academic oversight.

Professor Dotson-Blake (Education) stated that she thinks faculty should have control of curriculum and that many graduates from the College of Education now work in Student Affairs. She would like to see more collaboration between Student Affairs and the rest of the faculty members in order to learn from them what they have learned by offering this course.

Following discussion, [recommendations on COAD 1000](#) were approved as amended.

RESOLUTION #14-50

B. Research/Creative Activities Committee

Professor Jay Newhard (Philosophy and Religious studies), Vice Chair of the committee presented first formal faculty advice on REG 01.30.01 Institutional Survey Administration.

There was no discussion and the proposed revisions to REG 01.30.01 Institutional Survey Administration were approved and will be forwarded to the Chancellor as formal faculty advice.

RESOLUTION #14-51

Professor Newhard stated that issues had been brought forward that required additional work by members of the committee, so he asked to withdraw both remaining reports, specifically the proposed revisions to the *ECU Faculty Manual*, Part VII Faculty Research and Scholarship, Section II. Scholarship/Research/Creative Activity, and Scholarship, subsection VI. Copyrights (created work) and the recommendation on *ECU Faculty Manual*, Part VI, Section I. subsection XII. Use of Copyrighted Works that the text should be sent to the Administrative University Copyright Committee for alignment with University PRR documentation.

Professor Rigsby (Geological Sciences) stated that if the Faculty Senate makes the document too restrictive, ECU will be infringing on the rights of faculty who formulate new distance education courses. She stated that the Faculty Senate needs to be careful in what is imposed on faculty.

Professor Fitzgerald (Medicine) asked if these new rules preclude him from taking content to recreate somewhere else. Professor Sprague stated that if faculty are not paid to create a course, then they own the content.

D. University Budget Committee

Professor Jeff Popke (Geography, Planning and Environment) presented first an introduction to a ['Budget Primer'](#) for information only.

Professor Walker (Past Chair of the Faculty / Dean of Honors College) commended the committee on their hard work with this document.

Professor Martinez (Foreign Languages and Literatures) stated that she had examined primers from other universities and wanted to know what ECU could do to alter the "pie" configuration. Professor Popke responded that he did not compare the specific data to other universities.

Professor Roper (Medicine) stated that Professor Popke had put together a wonderful presentation for the [March 2014 budget forum](#) with pie charts, graphs and other visual representations that details budgetary data and suggested the Faculty Senators review this material.

Following that report, Professor Popke presented results from a study of salary increases for the 2013 calendar year conducted by members of the University Budget Committee by stating the following:

I want to report on an analysis of salary data that carried out by UBC member John Given, again with the assistance of Stephanie Coleman. The context for this is the well-known lack of state funding in recent years for salary increases. Over the past five years, the sole legislative increase has been a 1.2% cost-of-living adjustment in 2009. Over this same 5-year period, federal cost-of-living adjustments have totaled nearly 8%, so in effect, most of us have seen a

decrease in our salary of more than 5% since 2009. And yet we know anecdotally that there *can* be opportunities for individual employees to increase their salary, and the study was aimed at assessing this, by comparing the base salaries of all ECU employees between January of 2013 and December of that same year.

One hundred sixty (160) employees increased their salary last year by changing positions within the institution—that is, they applied for a job vacancy and were selected competitively. Such cases are part of normal employee turnover, and they will not be included in the discussion that follows. That leaves 415 full-time employees who received an increase in salary without applying for a new position. This is a little less than 8% of ECU's workforce. The overall value of these salary increases is just over \$2½ million, which is a bit more than one half of one percent of ECU's \$400 million payroll. The personnel database identifies a number of different reasons for these increases. Simplifying a bit, they are: promotion and/or an increase in job duties; market or equity adjustments; and retention. The study examined these across three different employment categories, beginning with SPA employees and Clinical Support Staff. About 9% of ECU's SPA employees saw their salaries increase in 2013, with an average increase of \$4,300. Of these, one-third resulted from a promotion or increase in job duties or responsibilities. Another 60% were coded as 'labor market' or 'career progression' adjustments. These changes are related to the career banding system for state employees, and many of the adjustments were applied to entire groups of employees, including Public Safety Officers, IT positions, medical coders and medical billers. These groups were addressed because they had new classifications or were subject to revisions to the labor market rate from the Office of State Personnel.

There were 43 EPA non-faculty employees who received salary increases, about 7% of all EPA non-faculty employees. The mean increase for this group was just under \$10,000, not counting athletics. More than 60% of EPA Non-faculty increases resulted from promotion or from an increase in job duties. There were also seven increases for reasons of 'labor market adjustment,' all in the Division of Administration and Finance, and six increases for 'retention', all in athletics, and likely associated with coaches' salaries, which, it should be noted, are not paid out of state funds.

Finally, in terms of faculty: 112 faculty members saw their salaries increase in 2013, about 6% of all faculty. The average faculty increase was \$6,500. 47 of the increases, or about 40%, were coded as 'Equity Adjustments' – all for faculty in the Division of Health Sciences, based on a market analysis using benchmarks from the Association of American Medical Colleges. An additional 14 faculty increases were coded as 'retention', of which 12 were in the Health Sciences and 2 in Academic Affairs. In part because these equity and retention categories were concentrated on West campus, about 10% of all Health Science faculty saw a salary increase last year, compared with only 4% of faculty in Academic Affairs.

A total of 40 faculty members across campus received a promotion raise in 2013. We do not know the total number of faculty members who were promoted, but a comparison of titles in the database—a method that is admittedly not wholly reliable— identified 54 changes in title that were not accompanied by an increase in salary. Twenty of these, I should note, were in the Harriot College, which had provided no promotion raises as of December, but has just recently announced that funds have now been secured to provide them to all eligible college faculty retroactive to August. Adding together these rough measures, it seems that something

like 65% of eligible faculty received a promotion raise in 2013, while some 35% did not, something that results from our relatively decentralized budget procedures in which colleges determine their spending priorities.

So, what to conclude from all of this? First, it is noteworthy that, in a year during which the state provided no raise money, 8% of ECU employees were able to increase their salary. This, I think, should be considered a good thing. By all accounts, the increases were deserved, the majority from taking on additional responsibilities, and many of those who benefitted were SPA employees who do not have high incomes. Hiring and promoting from within the institution is a good practice, one that may have positive budget ramifications, since compensating existing employees for taking on new responsibilities may be more cost-effective than hiring new employees.

But two additional points should be emphasized to this body: first, faculty were less likely to receive increases than other employees; and second, there are disparities in faculty salary increases across divisions and colleges, including raises for promotion. As we know, faculty have very limited opportunities to increase their salary by taking on additional responsibilities, and they can achieve only two promotions during their careers. It would therefore appear antithetical to both fairness and morale to have some faculty members rewarded with raises for promotion while others are not. That said, the funds for a more centralized system of promotion increases would have to come from somewhere, most likely from college budgets, and as a result the colleges would lose some degree of flexibility over how they allocate their funds. One conclusion from the study, perhaps – especially given the Chancellor's frequent remarks about the importance he attaches to faculty compensation – is that the Faculty Senate may wish to consider requesting a review of ECU's policies governing faculty promotion raises, as well as the pros and cons of possible alternative models. That concludes my report.

Professor Martinez (Foreign Languages and Literatures) commended the University Budget Committee for their hard work on this important issue and moved that the Faculty Senate charge the University Budget Committee with reviewing ECU'S policies governing faculty promotion raises, as well as, the pros and cons of possible alternative models. There was no discussion and the motion was approved. **RESOLUTION #14-52**

E. Admission and Retention Policies Committee

Professor Allison Danell (Chemistry) presented first proposed revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section I. Teaching Regulations and Guidelines Related to Faculty, subsection V. Course Expectations and Requirements.

Professor Popke (Geography, Planning and Environment) commended the committee on their work and offered a friendly amendment changing "must" to "should" in the first bold paragraph. Professor Given (Foreign Languages and Literatures) spoke in favor of the motion to change "must" to "should" since faculty are not required. There was no objection.

Professor George Bailey (chair of the Foundations Curriculum and Instructional Effectiveness) suggested that the grammar be cleaned up to avoid confusion.

Professor Rigsby (Geological Sciences) moved to change “on or” to “at or before the first class meeting” in the first bold paragraph.

Professor Anderson (Education) stated that she thought the academic calendar would eliminate the problem (with classes starting on Monday).

Professor Rigsby (Geological Sciences) agreed that the new academic calendar would take care of the problem and stated that if Faculty Senate is going to require this, faculty need to make sure that all syllabi are distributed electronically. Following discussion, the motion was approved as presented.

Professor Bailey (chair of the Foundations Curriculum and Instructional Effectiveness) stated that what was being added may be already addressed with what we are currently doing. He asked how this change impacted on what was already being done.

Professor Danell replied that the only requirement is the accommodation for students with a disabilities. University Attorney Payne expressed her concern that the student must receive notice of how students with disabilities will handle class requirements. If you make it voluntary, faculty may decide to omit this mandatory disclosure.

Professor Martinez (Foreign Languages and Literatures) moved to send the report back to the committee for further deliberations. **RESOLUTION #14-53**

Professor Danell then presented proposed revisions to *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section I. Teaching Regulations and Guidelines Related to Faculty, subsection X. Class Attendance and Participation Regulations and stated that this report related to the earlier one and that it should also be returned to the committee for further review.

Chair Sprague agreed and the proposed revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section I. Teaching Regulations and Guidelines Related to Faculty, subsection X. Class Attendance and Participation Regulations were referred back to the committee for further review. **RESOLUTION #14-54**

Professor Danell then presented the Creation of a New **WE** Grade, Withdrawal with Extenuating Circumstances and Revisions to Related Policies.

Professor Zoller (Art and Design) was unsure how a faculty member could discuss a WE with a student and not impact a student’s privacy. Professor Danell stated that this is handled differently financially. UNC General Administration allows institutions to assign two different grades.

Professor Morehead (Chemistry) asked if a student is dropping courses, are they also withdrawing from all the courses. Professor Danell stated that this policy is not designed to prevent a student from taking 19 hours but if he or she withdrew, then he or she would be penalized unless there was extenuating circumstances.

Professor Ding (Technology and Computer Science) asked if any other institutions used this type of grading. Professor Danell replied that UNC – Greensboro is currently following this practice. ECU currently refers to this as a drop and not a withdrawal.

Following discussion, the [creation of a New WE Grade](#), Withdrawal with Extenuating Circumstances and Revisions to Related Policies was approved as presented. **RESOLUTION #14-55**

F. Faculty Governance Committee

Professor Edson Justiniano (Physics) presented recommendations from the [Subcommittee on Unit Code Policy](#).

There was no discussion, the [recommendations](#) from the Subcommittee on Unit Code Policy were approved as presented. **RESOLUTION #14-56**

G. Unit Code Screening Committee

Professor Christine Zoller (Art and Design), presented four 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 and praised the dedication of the committee members, especially Professor Patricia Anderson, who took the leadership role on these matters due to her absence with family matters.

There was no discussion and the four 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 were approved as presented. **RESOLUTION #14-57**

H. Calendar Committee

Professor Ralph Scott (Academic Library Services), a member of the committee presented first a resolution on Academic Conflicts with Fall 2014 Thursday Home Football Games.

Professor Martinez (Foreign Languages and Literatures) offered a friendly amendment to include "academic mission of the University" at the end of the final sentence. The amendment was approved.

Professor Darkenwald (Theater and Dance) stated that this poses a huge problem for her program because it conflicts with what they are trying to accomplish. The department cannot cancel shows. Faculty Senate may need a motion requiring Theater and Dance to be consulted before scheduling athletic events.

Professor Julian (Nursing) questioned scheduling athletic events on a Thursday evening and the academic mission of ECU.

Professor Bauer was concerned about classes on Thursday afternoons and evenings. She is viewed negatively since she requires students to complete make-up work who do not attend class on Thursday. She thinks ECU needs think about how allow class to continue with the football schedule.

Following discussion the resolution on Academic Conflicts with Fall 2014 Thursday Home Football Games was approved as amended. **RESOLUTION #14-58**

Professor Scott then presented a revised Policy for Making Up Missed Class Days.

Professor White (Dental Medicine) asked if the revised policy allows for cancelling at least two days per semester. Scott replied that this policy does not allow for missed classes.

Professor Eason (Nursing) stated that this prevents nursing students or other students with required clinical hours from fulfilling their obligation. She wanted to know if faculty had the flexibility to give alternative assignments or assigning alternate days to complete the required clinical hours.

Professor White (Dental Medicine) stated that if students do not complete required clinical hours, the program is in violation of accreditation requirements.

Professor Leorri (Geological Sciences) wanted to know if policies at other universities had been reviewed. Professor Scott stated that practices vary across universities.

Professor Morehead (Chemistry) stated that by adding two reading days to be used as alternative make-up days would help. He then moved to add “activities or” in the last paragraph of the revised policy. The motion was approved.

Professor White (Dental Medicine) stated that the policy reads as “should” and not “must” so we can continue to do what we need to do to meet accreditation.

Following discussion and the revised [Policy for Making Up Missed Class Days](#) was approved as amended **RESOLUTION #14-59**

I. Educational Policies and Planning Committee

Professor Ed Stellwag (Biology), presented first curriculum and academic program matters recorded in the [April 11, 2014](#) meeting minutes, including Request to establish a new [Graduate Certificate in Criminal Justice Education](#) within the Department of Criminal Justice; Request to establish a new [Certificate in Entrepreneurship](#) within the College of Business; Request to move the [International Management Certificate](#) from the College of Business to the Thomas Harriot College of Arts and Sciences; Request to [discontinue the Tax Certificate](#) within the College of Business; Request to move the General Business Concentration from within the Department of Finance to the Department of Management (remaining within the College of Business); Request to create a [Business Foundations Certificate](#) within the College of Business; Request to establish a new distance education [BS degree program in Family and Consumer Sciences Education](#), within the Department of Child Development and Family Relations; Request to establish a [PhD program in Epidemiology](#), within the Department of Public Health within the School of Medicine; Request to add a [non-thesis option to the MS Biology program](#) within the Department of Biology; Request to establish a new [Graduate Registered Health Information Administrator \(RHIA\) Certificate Program](#) within the College of Allied Health Sciences; Request to [change MS degree title](#) from MS in Recreation and Park Administration (RPA) to MS in Recreation Services and Interventions within the College of Health and Human Performance; Request to create two concentrations – Recreation and Park Administration and Recreational Therapy Administration – in the MS in Recreation and Park Administration within the College of Health and Human Performance; Request to create a Cohort Didactic Program in [Dietetics Concentration](#), within the BS degree in Nutrition and Dietetics in the Department of Nutrition Science; and a Request to create a [Nutrition with Science Concentration](#), within the BS degree in Nutrition and Dietetics in the Department of Nutrition Science.

There was no discussion and the curriculum and academic program matters recorded in the Educational Policies and Planning Committee's [April 11, 2014](#) meeting minutes, including Request to establish a new [Graduate Certificate in Criminal Justice Education](#) within the Department of Criminal Justice; Request to establish a new [Certificate in Entrepreneurship](#) within the College of Business; Request to move the [International Management Certificate](#) from the College of Business to the Thomas Harriot College of Arts and Sciences; Request to [discontinue the Tax Certificate](#) within the College of Business; Request to move the General Business Concentration from within the Department of Finance to the Department of Management (remaining within the College of Business); Request to create a [Business Foundations Certificate](#) within the College of Business; Request to establish a new distance education [BS degree program in Family and Consumer Sciences Education](#), within the Department of Child Development and Family Relations; Request to establish a [PhD program in Epidemiology](#), within the Department of Public Health within the School of Medicine; Request to add a [non-thesis option to the MS Biology program](#) within the Department of Biology; Request to establish a new [Graduate Registered Health Information Administrator \(RHIA\) Certificate Program](#) within the College of Allied Health Sciences; Request to [change MS degree title](#) from MS in Recreation and Park Administration (RPA) to MS in Recreation Services and Interventions within the College of Health and Human Performance; Request to create two concentrations – Recreation and Park Administration and Recreational Therapy Administration – in the MS in Recreation and Park Administration within the College of Health and Human Performance; Request to create a Cohort Didactic Program in [Dietetics Concentration](#), within the BS degree in Nutrition and Dietetics in the Department of Nutrition Science; and a Request to create a [Nutrition with Science Concentration](#), within the BS degree in Nutrition and Dietetics in the Department of Nutrition Science were approved as presented. **RESOLUTION #14-60**

Professor Stellwag then presented the Committee's Recommendations for Bachelor of Science in University Studies ([BSUS](#)) Program Faculty Oversight Committee.

There was no discussion and the recommended Bachelor of Science in University Studies ([BSUS](#)) Program [Faculty Oversight Committee membership](#) was approved as presented. **RESOLUTION #14-61**

Professor Stellwag then presented proposed revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section VII. Academic Program and Curriculum Development.

Following a brief discussion the proposed revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section VII. [Academic Program and Curriculum Development](#) were approved as presented. **RESOLUTION #14-62**

J. University Curriculum Committee

Professor Lori Flint (Education), Chair of the Committee presented curriculum and academic matters contained in the meeting minutes of [February 27, 2014](#) including curricular actions within the Departments of Psychology and Political Science and Colleges of Health and Human Performance and Education; [March 6, 2014](#) including curricular actions within the Departments of Foreign Languages and Literatures, English, and Criminal Justice, College of Business, and School of Art and Design; and [March 27, 2014](#) including curricular actions within the Departments of Chemistry, Economics, Philosophy and Religious Studies, Mathematics, Geography, Planning and Environment,

Schools of Hospitality Leadership and Theatre and Dance, and Colleges of Education and Technology and Computer Science.

There was no discussion and the curriculum and academic matters acted on and recorded in the University Curriculum Committee meeting minutes of [February 27, 2014](#), [March 6, 2014](#) and [March 27, 2014](#) were approved as presented. **RESOLUTION #14-63**

Agenda Item VII. New Business

There was no new business to come before the body.

There being no further business, the meeting adjourned at 5:30 p.m.

Respectfully submitted,

Cheryl McFadden
Secretary of the Faculty
College of Education

Lori Lee
Faculty Senate

FACULTY SENATE RESOLUTIONS APPROVED AT THE APRIL 15, 2014, MEETING

- 14-41 [Proposed Revisions to Post Tenure Review](#)
Disposition: Faculty Senate
- 14-42 [Transparency of Financial Impacts in Program Changes](#)
Disposition: Chancellor
- 14-43 [Support of the General Education Council's Work on System Level Student Learning Outcome Assessment](#)
Disposition: Faculty Senate
- 14-44 Formal faculty advice on curriculum matters acted on and recorded in the Graduate Council meeting minutes of [February 17, 2014](#) and [March 17, 2014](#).
Disposition: Chancellor
- 14-45 Formal faculty advice on curriculum and academic matters acted on and recorded in the Graduate Curriculum Committee meeting minutes of [February 5, 2014](#), [March 5, 2014](#) and [March 19, 2014](#).
Disposition: Chancellor
- 14-46 Addition to *ECU Faculty Manual*, Part XI, Section V. relating to Weapons Policy, as follows (**additions noted in bold print**).
"The General Assembly recently amended the law about weapons on campus, and as a result ECU has revised their weapons policy. Formal faculty advice on the proposed interim [University Regulation Concerning Weapons on Campus](#) was provided to the Chancellor via the Faculty Senate on February 4, 2014 (#14-10).

Until such time that an amended statute is published and/or ECU revises its University regulation, the committee proposes that both the NC General Statute and University regulation be referenced in Part XI, Section V. of the *ECU Faculty Manual* as noted below.

“II. Weapons Policy

It is a violation of University policy for a member of the University community to possess and/or use a weapon on any university owned or controlled property, or at extracurricular events sponsored by the university. Any faculty member who violates this policy may be subject to serious sanctions imposed by the university in accordance with due process as outlined in the university’s tenure and promotion policies and procedures, as well as punishment in accordance with state criminal law. For further details and certain exceptions, see North Carolina General Statute § 14-269.2 located online at: <http://www.ncga.state.nc.us/> or the [University Regulation Concerning Weapons on Campus](#). (FS Resolution #11-20, February 2011)”

Disposition: Chancellor

14-47 [Formal faculty advice](#) on proposed Regulation on Responding to Complaints of Sexual Harassment, Sexual Misconduct and/or Discrimination on the Basis of Sex.

Disposition: Chancellor

14-48 [Formal faculty advice](#) on Faculty Serious Illness and Parental Leave Policy.

Disposition: Chancellor

14-49 Curriculum matters acted on and recorded in the Foundations Curriculum and Instructional Effectiveness Committee meeting minutes of [March 17, 2014](#), including approval of domestic diversity credit for HGMT 1500 and [March 31, 2014](#), including approval of [domestic diversity credit](#) for HIST 1050, HIST 1051, HIST 3210, BUSS 2200, NURS 4906, SOCI 1010, SOCI 2110, SOCI 2111, SOCI 3100, SOCI 3219, SOCI 3326, SOCI 3400, SOCI 4327, SOCI 4341, SOCI 4345, SOCI 4347 and approval of [global diversity credit](#) for HIST 1031, HIST 3610, HIST 3614 HIST 3620, HIST 3630, GEOG 2100, GEOG 4320, NURS 4905, RELI 1690, RELI 2400, RELI 2500, RELI 2692, RELI 2693, RELI 2695, RELI 2696, RELI 3692, RELI 3698, RELI 3800, RELI 3896, RELI 3796, SOCI 3235.

Disposition: Chancellor

14-50 [Recommendations on COAD 1000](#).

Disposition: Chancellor

14-51 Formal faculty advice on REG 01.30.01 Institutional Survey Administration, as follows:

After reading REG 01.30.01 and associated documentation, the Research/Creative Activities Committee (RCAC) met and discussed several points made in the document. That feedback was shared with Faculty Senate in December 2013. Faculty Senate tasked the committee with meeting with individuals from the Survey Review and Oversight Committee (SROC). A list of recommendations regarding REG 01.30.01 was

sent to the SROC.

Linked below you will find SROC response to our recommendations (#1) which formed the basis for meetings between the groups. Updated documentation was sent to the RCAC on 2/20/14 from Dr. Susan Beck-Frazier. The RCAC met and made additional changes and suggestions (#2). A frequently asked questions document (#3) was created specifically in response to RCAC issues and concerns. The document will be available on the web with easy access to individuals who need to submit their surveys for approval.

1. [Response to RCAC feedback from December 2013](#).
2. An update to REG 01.30.01 [Institutional Survey Administration](#) with RCAC feedback.
3. A [frequently asked questions document](#) (FAQ) regarding the regulation and the SROC.

Disposition: Chancellor

14-52 University Budget Committee is charged with reviewing ECU's policies governing faculty promotion raises, as well as, the pros and cons of possible alternative models.
Disposition: University Budget Committee

14-53 Revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section I. Teaching Regulations and Guidelines Related to Faculty, subsection V. Course Expectations and Requirements were referred back to Admissions and Retention Policies Committee for further review.
Disposition: Admissions and Retention Policies Committee

14-54 Revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section I. Teaching Regulations and Guidelines Related to Faculty, subsection X. Class Attendance and Participation Regulations were referred back to Admissions and Retention Policies Committee for further review.
Disposition: Admissions and Retention Policies Committee

14-55 [Creation of a New WE Grade](#), Withdrawal with Extenuating Circumstances and Revisions to Related Policies.
Disposition: Chancellor

14-56 [Recommendations](#) from the Subcommittee on Unit Code Policy.
Disposition: Chancellor

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.
Disposition: Chancellor

14-58 Resolution on Academic Conflicts with Fall 2014 Thursday Home Football Games, as follows:
 Whereas, the University Academic Calendar Committee is charged to consider calendar matters for university units and make recommendations on matters affecting the calendar; and
 Whereas, the Fall 2014 University Academic Calendar was publicized following the Chancellor's approval in April 2013; and
 Whereas, the publicized 2014 ECU Football schedule (noted below) includes two Thursday home games (October 23 and December 4) that will conflict with University academic activities.
 Therefore Be It Resolved, that the Chancellor form a small working group to include Faculty Officers, Academic Council, University Registrar, and University Athletics and Staff Senate representation to address how best to plan for these two Thursday home games and widely publicize the plan in early May 2014 and again in early August 2014 to the University community (faculty, staff, students).
 Be It Further Resolved, that the plan address how to consistently handle these yearly academic class conflicts with minimum negative impact to the academic mission of the University.

Fall 2014 University Academic Calendar

<http://www.ecu.edu/cs-acad/fsonline/customcf/calendar/fall2014.pdf>

2014 ECU Football Schedule

Date	Opponent / Event	Location	Time
08/30/14	vs. North Carolina Central	Greenville, N.C.	TBA
09/06/14	at South Carolina	Columbia, S.C.	TBA
09/13/14	at Virginia Tech	Blacksburg, Va.	TBA
09/20/14	vs. North Carolina	Greenville, N.C.	TBA
10/04/14	vs. SMU *	Greenville, N.C.	TBA
10/11/14	at USF *	Tampa, Fla.	TBA
10/23/14	vs. Connecticut * ^{TU}	Greenville, N.C.	TBA
11/01/14	at Temple *	Philadelphia, Pa.	TBA
11/15/14	at Cincinnati *	Cincinnati, Ohio	TBA
11/22/14	vs. Tulane *	Greenville, N.C.	TBA
11/28/14	at Tulsa *	Tulsa, Okla.	TBA
12/04/14	vs. UCF * ^{TU}	Greenville, N.C.	TBA

Disposition: Chancellor

14-59 [Policy for Making Up Missed Class Days.](#)
Disposition: Chancellor

14-60 Curriculum and academic program matters acted on and recorded in the Educational Policies and Planning Committee's [April 11, 2014](#) meeting minutes including Request to establish a new [Graduate Certificate in Criminal Justice Education](#) within the Department of Criminal Justice; Request to establish a new [Certificate in Entrepreneurship](#) within the College of Business; Request to move the [International](#)

[Management Certificate](#) from the College of Business to the Thomas Harriot College of Arts and Sciences; Request to [discontinue the Tax Certificate](#) within the College of Business; Request to move the General Business Concentration from within the Department of Finance to the Department of Management (remaining within the College of Business); Request to create a [Business Foundations Certificate](#) within the College of Business; Request to establish a new distance education [BS degree program in Family and Consumer Sciences Education](#), within the Department of Child Development and Family Relations; Request to establish a [PhD program in Epidemiology](#), within the Department of Public Health within the School of Medicine; Request to add a [non-thesis option to the MS Biology program](#) within the Department of Biology; Request to establish a new [Graduate Registered Health Information Administrator \(RHIA\) Certificate Program](#) within the College of Allied Health Sciences; Request to [change MS degree title](#) from MS in Recreation and Park Administration (RPA) to MS in Recreation Services and Interventions within the College of Health and Human Performance; Request to create two concentrations – Recreation and Park Administration and Recreational Therapy Administration – in the MS in Recreation and Park Administration within the College of Health and Human Performance; Request to create a Cohort Didactic Program in [Dietetics Concentration](#), within the BS degree in Nutrition and Dietetics in the Department of Nutrition Science; and a Request to create a [Nutrition with Science Concentration](#), within the BS degree in Nutrition and Dietetics in the Department of Nutrition Science.

Disposition: Chancellor

14-61 Recommended Bachelor of Science in University Studies (BSUS) Program
[Faculty Oversight Committee membership](#).

Disposition: Chancellor

14-62 Revisions to the *ECU Faculty Manual*, Part VI, Teaching and Curriculum Regulations, Procedures and Academic Program Development, Section VII. [Academic Program and Curriculum Development](#).

Disposition: Chancellor

14-63 Curriculum and academic matters acted on and recorded in the University Curriculum Committee meeting minutes of [February 27, 2014](#), [March 6, 2014](#) and [March 27, 2014](#).

Disposition: Chancellor