

**East Carolina University**  
**FACULTY SENATE**  
**FULL MINUTES OF NOVEMBER 3, 2015**

The third regular meeting of the 2015-2016 Faculty Senate was held on Tuesday, November 3, 2015, in the Mendenhall Student Center.

**Agenda Item I. Call to Order**

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

**Agenda Item II. Approval of Minutes**

Action on the minutes of [October 6, 2015](#) will take place on December 1, 2015.

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

A. Roll Call

Senators absent were: Professors Mazow (Anthropology), Tierno (Art and Design), Del Vecchio (Business), Sorensen (Criminal Justice), Jones (Education), McAuliffe (Nursing), Dotson-Blake (Vice Chair/Education), Chancellor Ballard, Academic Deans Representative Gemperline (Graduate School) and Felts (Faculty Assembly Delegate/Health and Human Performance).

Alternates present were: Professors Anselmi for Chullen (Business), Hopkins for Morin (Communication), Coghill for Cable (Health Sciences Library) and Benson for Robinson (Mathematics).

B. Announcements

Chancellor Ballard was out of town attending the President's meeting of the American Athletic Conference.

The University is sponsoring a "Pledge Purple" initiative from November 9–12, 2015. Pledge Purple is a week-long campaign focused on education and advocacy that centers on issues relating to sexual violence, harassment, and bullying. Faculty are invited to provide a viewing of "It's On Us" as their students file into class. The video was created Student Government Association last spring and is available online at: [http://youtu.be/pFa\\_W54DzFw](http://youtu.be/pFa_W54DzFw). Please direct any questions to Lynn Roeder, Dean of Students at 328-9297.

Alternative Textbooks for Students: a faculty perspective on using open textbooks in the classroom scheduled for Friday, November 13 in 1016 Bate, from 11:00-12 noon. Our speakers will be talking about their experience with the [Alt-Textbook program](#) at NC State University. Drs. Gallardo-Williams and Moretz are among the first faculty members to incorporate low-cost alternative textbooks into their classroom through the program at NC State University Libraries. Presenters include Dr. Will Cross, Director, Copyright & Digital Scholarship Center, Dr. Maria Gallardo-Williams, Director, Organic Chemistry Teaching Laboratories, Dr. Janell Moretz, Assistant Director of Undergraduate Programs in Parks, Recreation & Tourism Management and Ms. Hannah Pope, Graduate Student, Teaching Assistant to Dr. Moretz.

Using Alternative Textbooks in the Academic Classroom: a webinar scheduled for Thursday, November 19 from 11 – 12 noon. Our speakers will talk about using alternative textbooks in the classroom. Drs. Sher and Kidd will provide examples of using free textbooks in their undergraduate courses. This webinar is presented by Mr. Joseph Thomas, Assistant Director of Collections and Scholarly Communication, ECU, Dr. Marc Sher, Professor of Physics, College of William and Mary and Dr. Jennifer Kidd, Senior Lecturer, College of Education, Old Dominion University.

The December 1 Faculty Senate meeting will be held in the normal Mendenhall Great Room location. The January 26, 2016 meeting will take place in the Heart Institute on West campus.

Two Faculty Forums on the Faculty Salary Equity Study are scheduled for Tuesday, December 8 (Reading Day) in the Jenkins Fine Arts Center, room 1220, from 10:00-11:00 am and again 2:00-4:00 pm. Information on the results of the study will be distributed prior to the forums.

The Chancellor has not yet acted on the resolutions from the October 6, 2015 Faculty Senate meeting.

The submission deadline for 2016/17 Teaching Grant proposals is 12:00 noon on Monday, November 9. Proposal guidelines are available online at <http://www.ecu.edu/cs-acad/fsonline/tg/teachinggrants.cfm>. The purpose of these grants is to provide funding to improve teaching instruction at the University. Full time tenured, tenure-track, and fixed term faculty members are eligible to apply for these grants with preference given to projects that are creative and innovative or meet demonstrated needs. The total limited funding set aside for these grants is \$100,000. Summer stipends will be limited to no more than \$10,000 and total budgets for project expenses (materials, equipment, etc.) will need to be minimal. All monetary expenditures are tied to the current fiscal year and, all monies must be spent by June 30, 2016. Questions may be directed to Professor Donna Roberson, Chair of the Teaching Grants Committee at [robersondo@ecu.edu](mailto:robersondo@ecu.edu).

The Student Scholarships, Fellowships, and Financial Aid Committee will host a Scholarship Awarding Workshop on Monday, December 7 from 11:00-12 noon in room 244 of the Mendenhall Student Center. This workshop is for all faculty and staff interested in the annual awarding of student scholarships. No registration is required to participate in this event. Questions may be directed to Professor Stephanie Richards, Chair of the Committee at [richardss@ecu.edu](mailto:richardss@ecu.edu).

The Committee on Committees is seeking nominees for one delegate and two alternate seats on the upcoming 2016-2017 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 or campus mail (140 Rawl Annex, 109 mail stop) by December 1, 2015. The Committee on Committees will present formal nominations to the Faculty Senate in January 2016.

C. Rick Niswander, Vice Chancellor for Administration and Finance  
Vice Chancellor Niswander began his remarks with a discussion of policies related to retention of faculty. Vice Chancellor Niswander stated that policies related to retention of faculty who receive offers from other institutions have not changed. With support of the department chair and the dean, UNC GA provides half of the funding and the college or department provides the other half. Since 2014, nine requests have gone to UNC GA from ECU and all were funded. There is a small fund for faculty retention across the 17 system campuses of \$800,000 and when the fund is reduced to \$100,000, UNC GA stops funding retention. If someone who received an increase through the fund retires, the UNC GA contribution is returned to the fund.

Vice Chancellor Niswander also shared an explanation regarding the distribution of the tuition increase revenue. The tuition increase to students is 5% in the current year (2015-16) and 5% next year (2016-17) with minor exceptions for various classifications of students. These funds will be distributed in same ways both years, with 10% going to merit scholarships (in the current year, these funds were given to the Honors College to meet a shortage); 10% going to student services for retention and graduation (counselors and advisors); and 80% going to EPA salaries, merit raises only. The state also required that merit raise funds provided by the state only go to 60% of the faculty. If we didn't agree that raises would be for merit only, we wouldn't have received any funds for raises. Additional funds to expand the raise pool are being provided by the university from a \$1 million self-imposed budget cut. These funds increased the raise pool from 1.9 % to 2.4% that will go to no more than 90% of EPA personnel. The funds for EPA raises will be allocated 81% to faculty and 19% to non-faculty. Chairs and supervisors have been asked to look at three years' worth of work, rather than one year, to make determinations. We know what next year's funds for raises will be—a 1.9% pool—because for the first time the board decided to spread the tuition increase over two years, with 5% increases in each year. We may also have additional funds next year because it is an election year. Also, from a statewide perspective, a small increase in economic growth turns into sizable amounts—every 1% is about \$180 to \$190 million to the state budget.

Vice Chancellor Niswander discussed the anticipated impact of the \$1 million cap on state funds allocated to advancement activities. The legislation includes right now is that any university cannot spend more than \$1 million of state funds on advancement activities. The ultimate goal is to spend no state money on advancement activities. The more money in endowment accounts, the more fees against endowment accounts can be used for advancement activities. Our endowments are doing well, thanks to Chris Dyba. We spend about \$3 million over the \$1 million cap for advancement. If the legislation holds, we need to find ways to fund advancement because endowments are dedicated to specific purposes. The challenge will be to find ways to fund advancement. Vice Chancellor Niswander is troubled by the fact that advancement funds are being cut because of the priority for these activities. There have been some positive discussion about future funding but we can't count on changes.

Vice Chancellor Niswander commented on the status of campus-wide standardization of raises for promotion and tenure events. In the current year, we're following the budget committee suggestion for raises of \$4,000 for promotion from assistant to associate and \$6,000 for promotion from associate to full professor. This is projected to cost the university approximately \$200,000, to continue as a priority. In the next year, there will be funds to support the raises, and we are anticipating enrollment growth funding. Every year we will need to address this funding.

Vice Chancellor Niswander stated that there is a 1.25% budget cut coming from the legislature for the current year that will affect divisions in the current year. Most of the cut will come from management flexibility. There is an expected larger cut for next year, though there may be some modification to that in the legislative short session.

Vice Chancellor Niswander addressed concerns about ECU's mechanisms for providing honoraria and travel reimbursement to invited speakers and payments to outside contractors in a timely manner, including why each payment must go through Materials Management, which often results in very long delays in processing payments. Internal payments go through the system relatively smoothly. When dealing with reimbursement from off campus, we need a W9. Whenever we provide payment or reimbursement to someone who works here, we already have the information. People

from outside the university have to sign and provide a social security number, and we have to have an original signed copy in our files. If the university doesn't retain this information, the university may be fined by the IRS. The challenge is getting the W9 completed. Faculty Senators should communicate to their units that it is imperative to have invited speakers and outside contractors complete the W9 before they come to campus for their work or at minimum have the individual complete the W9 during the campus visit. We also have to look at conflicts of interest and other issues. We want to pay bills as fast as possible--we pay about 65,000 bills every year, about 300 per day, so it is a big process and we have to have the correct information and forms. Administration is working through many of their processes and they're currently looking at the purchase to pay process—a long and complicated process—and they are trying to see if the process can be made more efficient. Vice Chancellor Niswander noted that the number of problems is fairly small in comparison to the total number of payments.

Pertaining to Chancellor raises, Vice Chancellor Niswander stated that the raises were set by the Board of Governors, not by the University's Board of Trustees. The Board of Governors has an outside consulting firm looking at salaries across the system. ECU was aggressive about seeking tuition increases for raises, and we were the most aggressive.

Professor Montgomery (English) expressed gratitude for his remarks and asked if there was specific information that could be communicated to outside speakers, contractors, etc. about their expectations of how long it will take to be reimbursed or paid for their services. Vice Chancellor Niswander replied that it was not self-evident what candidates need to do and the units could consider sending a letter to the outside speaker, etc. noting the need for a W-9 form be sent to ECU prior to arriving on campus.

Professor Montgomery (English) asked about the timeline about the merit raises and whether are they will be retroactive. Vice Chancellor Niswander indicated that raises would be applied Nov. 30 and would be retroactive to July 1.

Professor Hopkins (Communication) stated that, when the Chancellor talked about tuition increases, he continually stated that the increase money would be used for faculty salaries. Now she hears that the pool of money will also be used to increase EPC-non faculty salaries. Vice Chancellor Niswander replied that tuition increases were to pay for EPA salaries, which included merit pay salary increases for faculty, administrators, advisors, some in ITCS, and others listed as EPC-non faculty. SPA employees will not benefit from the funds gathered through the tuition increase.

Professor Hopkins (Communication) asked if there would be any restrictions on raise funds for next year; for example if a faculty member receives a merit raise this year, would he/she be ineligible to receive one next year. Vice Chancellor Niswander replied that it would not make sense to restrict salary increases in that way.

Professor Morehead (Past Chair of the Faculty/Chemistry) stated that there was a need to improve communication among some administrative offices when working with grants, outside contracts, etc. He stated that there was poor communication about what is required for payments. Some organizations that partner with us on grants need the funds more quickly, and we don't want to lose grant funding because people don't want to work with us. Vice Chancellor Niswander responded that there are a number of challenges including what the funding is for and how it's paid. Funding goes thorough different channels and sometimes it's not clear what the funding is for. Payees need to be in

the system as vendors. In the past, two staff members have put vendors in the system; now only one does that task due to budget cuts.

Professor Morehead (Past Chair of the Faculty/Chemistry) followed up commenting that there might be problems with communication between sponsored programs and materials management on the payment side. He asked why we have that system. Vice Chancellor Niswander said that materials management is involved, though they are not always involved, to check on Conflict of Interest issues, Grants and contracts oversees the process. He wasn't clear what forms were needed to get an outside contractor paid. He agreed that communication about these matters needed to improve because one set of processes were followed if the funds were for grants and another process followed for speakers, etc.

Professor Kain (English), referring to the 1.25% budget to cut to divisions' budgets, asked what "management flexibility requirements" means. Vice Chancellor Niswander replied that the legislature cut the UNC system's budget by almost \$19 million dollars, and the Universities choose how and where to make cuts. Four or five schools were exempt from the cut, which means more of a cut to everyone else.

D. Nancy Winterbauer, UNC Faculty Assembly Delegate

Professor Winterbauer provided a brief report on the [October 23, 2015](#) UNC Faculty Assembly meeting stating that the assembly delegation was in attendance for the installation of UNC President Margaret Spellings. The assembly made a statement that they though they do not yet know what Ms. Spellings expectations are, the Assembly is prepared to work with her.

There were no questions asked of Professor Winterbauer at this time.

E. John Stiller, Chair of the Faculty

Professor Stiller provided the following remarks to the Faculty Senate.

In my remarks at the our first meeting in September, I discussed several initiatives currently underway on campus that will have major, if not profound influences on faculty, how we carry out our responsibilities and how we are rewarded for our many efforts.

One was the search for a Sedona replacement. A good fraction of our colleagues responded to the on-line survey on problems encountered with Sedona and the attributes that would be most important in a replacement platform. The Sedona task force will take the feedback from faculty and other Sedona users, and use it to help direct acquisition and implementation of the best system available for faculty reporting and evaluation at ECU. The task force will provide more updates as they become available. I want to thank all who participated in providing feedback.

In the next month, two additional initiatives will come to the forefront and require serious and careful faculty input, and I ask each of you to make it your personal mission to encourage your constituents, the faculty who elected you as their representatives, to become actively involved in these processes.

First, the long-awaited written report on the Faculty Equity Salary Study will be delivered by the external consultant later this month. A website devoted to the study has been established and the report will be made available there once it has been received. In preparation, as noted in our announcements today, we have scheduled open forums for both the morning and

afternoon of reading day, December 8<sup>th</sup>. In addition to these forums, representatives of the Equity Study task force will meet with relevant Faculty Senate committees and other constituents during December and January. A report then will be made to full Senate at our January meeting, and we will be sure to publicize this to all faculty. The report due this month will include analyses of faculty salary data from east campus. A separate report will follow with an analysis for west campus, and we will follow comparable process for sharing those results.

Although we will want to wait for the final reports to begin serious discussion of their implications, I wish to emphasize, up front, that these reports will not be the final word on the important issues that were the impetus for this study. It really is more of a beginning. In his first Monday memo yesterday, Provost Mitchelson said that it will undoubtedly take time to address inequities that have accumulated over the years, but these inequities will become a priority item. I could not agree more with his statement and we look forward to working hand in hand with the University administration to address both immediate inequities, as well as vestiges of historical practices that can be identified through the Salary Equity Study.

While on the subject of Salary Equity, and as a segue to my final topic, an update on the Chancellor search, I am compelled to comment on the news reports yesterday that the Board of Governors approved substantial salary increases ranging from 8-19% to 12% of the UNC system Chancellors. Only those hired in 2014-2015 are exempt. This announcement comes on the heels of an extravagant salary and benefit package given to the incoming UNC President, one that helps to push the upper end of the distribution for University presidential compensation. These events have unfolded during yet another year without faculty salary increases at the state level. Quite frankly, it is hard not to interpret these moves as an open insult to Faculty throughout the UNC system.

The Board of Governors have followed the lead of the Legislature in sending a clear message of how little respect they have for the hard work and creative achievements of faculty, staff and students in the UNC system, and for higher education in general. They claim to simply be making "market adjustments" with these executive raises that are needed to keep us competitive. Let us be clear. The market is not some disembodied entity that dictates salaries from on high. The market for both executive-level and faculty salaries in higher education is set by just the kind of votes the Board of Governors has taken of late. Indeed, as I noted earlier, their actions are actively pushing executive salaries higher, while faculty and staff compensation remain stagnant. As the UNC governing body, the Board should be the taking the lead in setting fair market practices for the entire UNC system. Above all, that means advancing priorities and practices that appropriately reward faculty and staff, the people who are most directly responsible for all great achievements of the University of North Carolina system.

Finally I want to provide a brief update on the Chancellor Search, and please be aware that you can follow these public developments on the ECU website. The search committee held its first meeting last Tuesday. We received our charge from President Ross, and selected a search firm, Witt/Keifer, to work with the committee in identifying candidates.

Later this week, the Leadership Working group will hold its first meeting. They will decide on a schedule and mechanisms for receiving feedback from faculty and other University constituents on how to craft a Leadership statement that will frame the search process. This

should include open forums and surveys where faculty and other university constituencies can provide input to the working group. I cannot emphasize strongly enough how important it is for faculty to participate actively in these forums and surveys. They are our primary opportunities to have our voices heard in the search process. Our strong participation will be crucial for influencing the deliberations of the search firm and the kind of candidates they identify as appropriate fits for this institution. We also can influence the Chancellor search committee in its choice of finalists, the Board of Trustees and UNC President in developing their recommendations to the BOG, and we would like to hope at least, the final decision of the BOG. As elected faculty leaders I urge you all to go back to your home units and emphasize the importance of strong faculty participation in this search process.

Professor Christensen (Biology) asked about the record of the selected search firm. Chair Stiller replied that the firm highlighted searches in which they were successful in getting in candidates with academic backgrounds. Stiller noted that there are individuals on the search committee who are looking to broaden that vision and asked specific questions of all the search firms about how they would handle recruitment of non-traditional candidates. Some of us feel very strongly that, particularly given that the new President [of the system] has very little experience directly in higher education, it is important for us to emphasize that the Chancellor for this institution has a very clear understanding of how a university works.

F. Approval of Fall 2015 Graduation Roster, including honors program graduates  
There was no discussion and Professor Christensen (Biology) moved approval of the Fall 2015 Graduation Roster, including honors program graduates. **RESOLUTION #15-87**

G. Question Period

Professor Zoller (Art and Design) asked Vice Chancellor Horns about the relationship between Vidant Medical Hospital and the Brody School of Medicine given the recent article about the top 10 cities to not get sick in, which referenced Greenville and Vidant. Professor Zoller asked about Vice Chancellor Horns' reaction about how it reflects on our school. Vice Chancellor Horns replied that she and other administrators had given thought to what was reported and to the response from Vidant Hospital. She stated that some of the information in the report was inaccurate, and the hospital and the medical school have been doing a lot of analytical work on the issues. She noted that when there are challenges to the care, those reports reflect on the medical faculty. Vice Chancellor Horns indicated that our outcomes are very good compared to many other places in the country. The medical school takes such reports seriously but Vice Chancellor Horns noted that how the information in the report was arrived at is a mystery. She expressed hope that the ECU community would read Vidant's responding report because the hospital had done a lot of analytical studies to compare the rates detailed. Vice Chancellor Horns noted that Vidant is taking the high road and publishing their own response, giving facts from data they have, and not taking a defensive posture or continuing to make it a public issue.

Professor Zoller followed up by asking about follow-up and whether the Brody School should make a statement of some kind in support of Vidant. Vice Chancellor Horns stated that they discussed that internally and made the conscious decision that a response wouldn't be useful and might just invite additional criticism that might also be inaccurate or outdated.

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

There was no unfinished business to come before the body.

### Agenda Item V. Report of Graduate Council

Professor Denise Donica (Allied Health Sciences), Chair of the Graduate Council, provided information about the curriculum and academic matters acted on and recorded in the [October 19, 2015](#) Graduate Council meeting minutes and [supporting documents](#), to include the Dual Degree Program Policy revision, and the revised Master's Pre-Thesis Research Approval Form; Graduate Curriculum Committee meeting minutes from [October 7, 2015](#), [September 16, 2015](#), [September 2, 2015](#), [August 26, 2015](#) including curriculum action items (GC 15-20) from the Department of Physical Therapy within the College of Allied Health Sciences, Department of Interdisciplinary Professions within the College of Education, Department of Kinesiology within the College of Health and Human Performance, Department of Communication Sciences and Disorder within the College of Allied Health Sciences, Department of Public Health at the School of Medicine; programmatic actions (GC 15-21) forwarded to the Education Policies and Planning Committee, included title revision of existing certificate from Registered Health Information Administrator (RHIA) to Health Information Management (HIM) in the Department of Health Services and information Management within the College of Allied Health Sciences, consolidation of the PhD in Anatomy and Cell Biology, PhD in Biochemistry and Molecular Biology, PhD in Microbiology and Immunology, PhD in Pharmacology and Toxicology, and PhD in Physiology into one degree: PhD in Biomedical Sciences within the School of Medicine; addition of Applied Research Option Within the MA in School Psychology in the Department of Psychology within the College of Arts and Sciences, Movement of Sustainable Tourism from The Graduate School to the College of Business, School of Hospitality Leadership.

There was no discussion and the curriculum and academic matters acted on and recorded in the [October 19, 2015](#) Graduate Council meeting minutes were reviewed and approved as formal faculty advice with no changes to the Chancellor. **RESOLUTION #15-88**

### Agenda Item VI. Report of Committees

#### A. Foundations Curriculum and Instructional Effectiveness Committee

Professor George Bailey (Philosophy), Chair of the Committee presented first the curriculum and academic matters acted on and recorded in the meeting minutes of [October 19, 2015](#) including approval of global diversity designation for GEOL 2100 and foundations humanities credit for GRBK 3001.

Professor Popke (Geography, Planning and Environment) stated that the prefix was **GEOG** and not **GEOL**. This friendly amendment was accepted as presented.

There was no further discussion and the curriculum and academic matters acted on and recorded in the Foundations Curriculum and Instructional Effectiveness Committee's meeting minutes of [October 19, 2015](#) including approval of global diversity designation for GEOG 2100 and foundations humanities credit for GRBK 3001 were approved as presented. **RESOLUTION #15-89**

Professor Bailey then presented a recommendation that a moratorium on consideration of courses for Foundations credit be instituted effective January 1, 2016. Professor Bailey noted that we're in the process of creating a new vision for foundations and new learning outcomes. We want to advance this initiative and it makes little sense to be creating new courses and then having to redo that work.

Professor Montgomery (English) asked if the moratorium included revisions of existing courses (i.e. for a name change) that already have foundations credit. There was some discussion of the specifics

of which proposed changes would fall within the parameters of the moratorium. Professor Bailey replied that the moratorium was not intended to affect existing courses with foundation credit that come up for changes.

Professor Montgomery (English) then offered a friendly amendment that “*The moratorium does not apply to existing courses carrying foundations credit.*”

Professor Morehead (Past Chair of the Faculty/Chemistry) expressed some concern that departments create courses for majors and noted that in some cases these courses are intended to meet the foundations requirement. Courses would be created that would be barred from going through the foundations committee. He asked how common requests are for foundations credit in a year. Professor Bailey replied that there were about 15 requests per year, 10-20 maybe. Sometimes as units go through a curriculum revisions, the changes include it will promote increased requests for new courses. Professor Bailey stated that we don't plan to slowly create new outcomes; the intention is to get this done throughout the campus quickly. It doesn't make sense to continue with the assessment of the current outcomes when the general administration has had the other campuses in the system produce new learning outcomes. We don't want to create redundancies or drag this out over several years. The committee will be asking that all courses be reconsidered under the new outcomes.

Professor Morehead (Past Chair of the Faculty/Chemistry) asked whether it might be a better idea to inform people who are currently creating courses with impact on majors—to inform people who might be developing these courses. Professor Boklage (Medicine) clarified that this moratorium doesn't affect all courses, just the assignment of foundations credit. Professor Morehead stated that when you create a course that is a substitute or an alternate for a required course that currently has foundation credit, then you are creating a situation that might require students to take more courses to get foundations credit. So the sooner we can get the word out about the moratorium the better.

Professor Montgomery (English) asked if an end date for the moratorium had been discussed within the committee. Professor Bailey replied that when the new general education requirements are put into place then the Committee would be able to consider an end date; probably not more than one year. Professor Montgomery (English) noted that some curricular changes, such as creating new foundations outcomes, take a long time and that having an end date on the moratorium would address Professor Morehead's concerns. She suggested that including a one-year end date could always be removed. Professor Bailey said that it is important to get the word out about the moratorium. The intention isn't to prevent someone from revising a course that needs a revision or to create problems.

Professor Kain (English) agreed with Professors Montgomery and Morehead that we don't know how long formulating new general education requirements and new outcomes will take. We can renew a one-year moratorium. Considering what Prof. Morehead noted, If we put a one-year end date, faculty preparing courses to go through the process, which can take a year, will do so with the expectation that they will either know about possible changes to foundations or they will be waiting longer. Professor Bailey agreed and suggested that someone propose an amendment.

Professor Montgomery (English) proposed a friendly amendment to add “and lasting until January 1, 2017.” Professor Bailey accepted the amendment, noting that if something comes up and we need to rescind it, he would be willing to do that.

Following discussion, the motion to add an amendment, “*The moratorium does not apply to revisions to courses that already carry foundations credit,*” was accepted.

Point of order question about whether we had several motions on the table that needed votes. Chair Stiller noted that friendly amendments don’t require votes and we can do it all at once.

Following discussion, the recommendation that “A moratorium on consideration of courses for Foundations credit be instituted effective January 1, 2016 and lasting until January 1, 2017. The moratorium does not apply to revisions to courses that already carry foundations credit,” was approved as revised. **RESOLUTION #15-90**

Professor Bailey presented a recommendation to reduce required semester hours of general education beginning Fall 2016, which included decreasing Humanities and Fine Arts from 10 SH to 9 SH; decreasing Natural Science from 8 SH to 7 SH (retaining the requirement of one laboratory hour); decreasing Social Science from 12 SH to 9 SH from at least two different areas; and requiring a 3 SH “general education elective” from one of the following categories (humanities/fine arts, social/behavioral sciences or natural science/mathematics). Prof. Bailey added that in these areas, the committee looked at curriculum of other institutions and the recommendations align more with other places. The changes in specific areas for general education also frees up three credits. In addition, students sometimes have problems and need additional courses if they change majors. We might need a date of implementation. The committee considered that it might be up to the Chancellor when this should be implemented and didn’t want to recommend a date without that input.

Professor Montgomery (English) asked if the implementation would correspond to the issuance of the catalog. Professor Bailey didn’t know under which catalog changes would begin and didn’t propose a date because the committee doesn’t know what the impact will be. Those in charge of resources need to look at those issues.

Following a brief discussion, the recommendation to reduce required semester hours of general education beginning Fall 2016, which includes decreasing Humanities and Fine Arts from 10 SH to 9 SH; decreasing Natural Science from 8 SH to 7 SH (retaining the requirement of one laboratory hour); decreasing Social Science from 12 SH to 9 SH from at least two different areas; and requiring a 3 SH “general education elective” from one of the following categories (humanities/fine arts, social/behavioral sciences or natural science/mathematics) was approved as presented.

**RESOLUTION #15-91**

Professor Bailey also stated that the committee had made a formal request to the Committee on Committees to change the name of the committee to “General Education and Instructional Effectiveness Committee” in lines with the changes they’ll be making to the education requirements. Committee on Committees suggested that the entire committee charge be reviewed to provide additional revisions to bring the charge up-to-date with current activities. He stated that the committee would begin work on this project in the next month or so. There was nothing for the Faculty Senate to consider on this issue at this time.

B. Faculty Governance Committee

Professor Jonathan Morris (Political Science), Vice Chair of the Committee presented the UNC-General Administration’s addition to *ECU Faculty Manual*, [Part IX, Section II](#). Performance Review of Tenured Faculty of East Carolina University, stating that “*The Provost will annually certify to the UNC*

President or his/her designee that all aspects of the review process are in compliance with UNC Policy 400.3.3." was added to subsection D. Review Process. He noted that the revised Performance Review of Tenured Faculty at ECU (initially approved by the Faculty Senate in March 2015) had been approved by the Board on October 23, 2015. There was no discussion on this topic.

C. University Curriculum Committee

Professor Lori Flint (Education), Chair of the Committee, presented the curriculum and academic matters acted on and recorded in the [September 24, 2015](#) University Curriculum Committee meeting minutes including curricular actions within the Department of History and College of Education and clean-. The [October 8, 2015](#) of the University Curriculum Committee was held at the Heart Institute, and the meeting minutes include curricular actions within the Department of Physics. The committee had a demonstration of software, Curriculog, which works with to Acalog and has workflow built into it for curriculum development. The committee is recommending adoption that program, which is now under consideration by the Graduate Curriculum Committee.

There was no discussion and the curriculum and academic matters acted on and recorded in the University Curriculum Committee's meeting minutes of [September 24, 2015](#) and [October 8, 2015](#) were approved as presented. **RESOLUTION #15-92**

D. Educational Policies and Planning Committee

Professor Don Chaney (Health and Human Performance), Chair of the Committee presented curriculum and academic program matters acted on and recorded in the meeting minutes of [October 9, 2015](#) including a Request to approve consolidation of the three programs in Physics (BS in Physics, BS in Applied Physics, BA in Physics); the discontinuation of the BS in Applied Physics and the BA in Physics; and the offering of three concentrations under the BS in Physics (Research, Professional, and Practical) all within the Department of Physics and program review revision response for the PhD in Coastal Resources Management and Institute for Coastal Science and Policy within the Institute for Coastal Science and Policy and program review revision response for the Doctoral Program in Higher Education within the College of Education. *(Copies of items listed are available through the Faculty Senate office.)*

There was no discussion and the curriculum and academic program matters acted on and recorded in the Educational Policies and Planning Committee's [October 9, 2015](#) meeting were approved as presented. **RESOLUTION #15-93**

E. Service Learning Committee

Professor Tara Gallien (Health and Human Performance), Chair of the Committee presented curriculum and academic matters acted on and recorded in the meeting minutes of [October 20, 2015](#) including approval of service learning (SL) designation (with an asterisk) for KINE 1010 Fitness Walking (with only some sections given service learning designation).

There was no discussion and the curriculum and academic matters acted on and recorded in the Service Learning Committee's meeting minutes of [October 20, 2015](#) were approved as presented. **RESOLUTION #15-94**

**Agenda Item VII. New Business**

Professor Pam Hopkins (Communication) presented a resolution on the pay raises for the Chancellor of ECU and other UNC system institutions that read as follows:

“Whereas, the ECU Faculty Senate should take a leadership role on the issue of this week’s lavish pay raises for the Chancellor of ECU and other UNC system institutions, as reported in the News & Observer (<http://bit.ly/1M9s4X7>) and the Daily Reflector (<http://bit.ly/1NOHYcr>); and

Whereas, as reported, the UNC Board of Governors used taxpayer money to show chancellors were underpaid and fairness demands that the Board invest the same energy investigating and resolving salary issues of faculty; and

Whereas, ECU bills itself as the leadership university; and

Whereas, leadership universities should stand in solidarity with the rank-and-file; and

Whereas, it’s time for ECU, the leadership university, to lead on an important issue of equity and fairness for all.

Therefore, Be It Resolved, that the ECU Faculty Senate vote to express disapproval of the lavish taxpayer-funded pay raises for top management at a time of stagnant taxpayer-funded wages for the rank-and-file who do the work of the university.

Be It Further Resolved, that the ECU Faculty Senate urge the Chair of the Faculty to contact Faculty Senate leaders at other UNC institutions to express ECU faculty’s disapproval of the pay raises.

Be It Further Resolved, that the ECU Faculty Senate urge Chancellor Steve Ballard to show leadership by donating his \$63,000 pay raise to the ECU Foundation for use as scholarships for undergraduate students, and to publicize that act of leadership.

Be It Further Resolved, that the ECU Faculty Senate ask that ECU’s Faculty Assembly Delegates express to the President of the UNC System a request to ask the UNC Board of Governors to hire a consulting firm to do a market-rate study of faculty salaries.”

Professor Christian (Business) expressed his appreciation for the process of creating the resolution but, noting the Chancellor’s good work on behalf of the university, he was concerned that this could be taken as a “knock on the Chancellor.” The resolution makes it sound like the Chancellor didn’t deserve a raise. His understanding is that the Chancellor didn’t give himself a raise. For us to ask an individual to give his raise away is beyond our responsibility and ability. It’s like faculty asking colleague who received merit raises to give their raises to charity. Professor Christian moved to strike *“Be It Further Resolved, that the ECU Faculty Senate urge Chancellor Steve Ballard to show leadership by donating his \$63,000 pay raise to the ECU Foundation for use as scholarships for undergraduate students, and to publicize that act of leadership.”*

Professor Hopkins (Communication) stated that the resolution asked the Chancellor to take a stand and did not say that he has or has not done a good job. The merit raise for faculty is very small and faculty have not received raises in five to six years. We, as faculty members, were asking the Chancellor to show solidarity. Professor Hopkins stated that up to now we haven’t seen that support. Earlier in the year the Chancellor talked about the increasing student tuition fees to raise the salaries of faculty. Professor Hopkins asked for the amendment to be reconsidered because, if we don’t take

a stand here, where do we take a stand. She stated that she thought it was faculty members' responsibility to stand for each other.

Professor Cooper (Health and Human Performance) expressed his support for the resolution and spirit of the resolution but noted that, with ECU in the midst of a Chancellor search, he worried that we would be sending a concerning message that we don't value new candidates. He also noted that the next chancellor may receive an even higher salary than that which Chancellor Ballard receives.

Professor Montgomery (English), though stating that she wasn't taking a position on the amendment, said that the Chancellor's salary increase was not a merit raise but one to bring the salary in line with the market rates. Faculty whose salaries are out of line with the market have been told that to get increase we have to go find a another job because that's how we get raises. The resolution did not address the Chancellor's merit.

Professor Morehead (Past Chair of the Faculty/Chemistry) expressed his support for the amendment striking the paragraph requesting the chancellor to return his raise because he didn't want to tell someone else how to take a leadership role. He stated that he is concerned about the message. Thought the current merit raise is small, the resolution gives the sense that faculty were not pleased with the Chancellor's efforts on behalf of the faculty. He noted that, while Chair of the Faculty, he was aware that campus leadership had asked repeatedly about faculty salaries. Professor Morehead reminded the Senate that at one time the merit pool was for only 20% of the faculty, and then, after lobbying to increase the pool of merit salaries, ECU increased the raise pool to cover now 90% of EPA employees eligible to receive merit salary increases.

Professor Grodner (Economics) expressed his support for the resolution and thought the Faculty Senate should allow the Chancellor an opportunity to express his opinion on the matter. He stated that since the chancellor was not present, we should wait and have a discussion with him at the next meeting. He expressed support for the resolution and the amendment.

Following discussion, the motion to strike "*Be It Further Resolved, that the ECU Faculty Senate urge Chancellor Steve Ballard to show leadership by donating his \$63,000 pay raise to the ECU Foundation for use as scholarships for undergraduate students, and to publicize that act of leadership.*" was accepted.

Professor Anderson (Education) moved to edit "*Therefore, Be It Resolved, that the ECU Faculty Senate vote to express disapproval of the lavish taxpayer-funded pay raises for top management at a time of stagnant taxpayer-funded wages for the rank-and-file who do the work of the university,*" to replace "who do the work of the university" with "who are major contributors to the work of the university." There was no discussion and the motion to edit. The amendment was accepted.

Professor Kulesher (Allied Health Sciences) moved to strike the word "lavish" in two places within the resolution stating that the word is highly reactionary. He stated that if we, as faculty members, are trying to get salary increases ourselves, it would be wise to temper our words. The motion was accepted as a friendly amendment.

Following discussion, the resolution on pay raises was approved as revised. **RESOLUTION #15-95**

There being no further business, the meeting adjourned at 3:45 p.m.

Respectfully submitted,

Donna Kain  
Secretary of the Faculty  
Department of English

Lori Lee  
Faculty Senate

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## FACULTY SENATE RESOLUTIONS APPROVED AT THE NOVEMBER 3, 2015, MEETING

Resolution #15-87

Approval of Fall 2015 Graduation Roster, including honors program graduates.

**Disposition: Chancellor**

Resolution #15-88

Formal faculty advice with no changes to curriculum and academic matters acted on and recorded in [October 19, 2015](#) Graduate Council meeting minutes and [supporting documents](#), to include the Dual Degree Program Policy revision, and the revised Master's Pre-Thesis Research Approval Form; Graduate Curriculum Committee meeting minutes from [October 7, 2015](#), [September 16, 2015](#), [September 2, 2015](#), [August 26, 2015](#) including curriculum action items (GC 15-20) from the Department of Physical Therapy within the College of Allied Health Sciences, Department of Interdisciplinary Professions within the College of Education, Department of Kinesiology within the College of Health and Human Performance, Department of Communication Sciences and Disorder within the College of Allied Health Sciences, Department of Public Health at the School of Medicine; programmatic actions (GC 15-21) forwarded to the Education Policies and Planning Committee, included title revision of existing certificate from Registered Health Information Administrator (RHIA) to Health Information Management (HIM) in the Department of Health Services and information Management within the College of Allied Health Sciences, consolidation of the PhD in Anatomy and Cell Biology, PhD in Biochemistry and Molecular Biology, PhD in Microbiology and Immunology, PhD in Pharmacology and Toxicology, and PhD in Physiology into one degree: PhD in Biomedical Sciences within the School of Medicine; addition of Applied Research Option Within the MA in School Psychology in the Department of Psychology within the College of Arts and Sciences, Movement of Sustainable Tourism from The Graduate School to the College of Business, School of Hospitality Leadership.

**Disposition: Chancellor**

Resolution #15-89

Curriculum and academic matters acted on and recorded in the Foundations Curriculum and Instructional Effectiveness Committee's meeting minutes of [October 19, 2015](#) including approval of global diversity designation for GEOG 2100 and foundations humanities credit for GRBK 3001.

**Disposition: Chancellor**

Resolution #15-90

Recommendation that a moratorium on consideration of courses for Foundations credit be instituted effective January 1, 2016 and lasting until January 1, 2017. The moratorium does not apply to revisions to courses that already carry foundations credit.

**Disposition: Chancellor**

Resolution #15-91

Recommendation to reduce required semester hours of general education beginning Fall 2016, which Includes decreasing Humanities and Fine Arts from 10 SH to 9 SH; decreasing Natural Science from 8 SH to 7 SH (retaining the requirement of one laboratory hour); decreasing Social Science from 12 SH to 9 SH from at least two different areas; and requiring a 3 SH “general education elective” from one of the following categories (humanities/fine arts, social/behavioral sciences or natural science/mathematics).

**Disposition: Chancellor**

Resolution #15-92

Curriculum and academic matters acted on and recorded in the University Curriculum Committee’s meeting minutes of [September 24, 2015](#) including curricular actions within the Department of History and College of Education and University Curriculum Committee’s [October 8, 2015](#) meeting minutes including curricular actions within the Department of Physics.

**Disposition: Chancellor**

Resolution #15-93

Curriculum and academic program matters acted on and recorded in the Educational Policies and Planning Committee’s [October 9, 2015](#) meeting minutes including a Request to approve consolidation of the three programs in Physics (BS in Physics, BS in Applied Physics, BA in Physics); the discontinuation of the BS in Applied Physics and the BA in Physics; and the offering of three concentrations under the BS in Physics (Research, Professional, and Practical) all within the Department of Physics and program review revision response for the PhD in Coastal Resources Management and Institute for Coastal Science and Policy within the Institute for Coastal Science and Policy and program review revision response for the Doctoral Program in Higher Education within the College of Education.

**Disposition: Chancellor**

Resolution #15-94

Curriculum and academic matters acted on and recorded in the Service Learning Committee’s meeting minutes of [October 20, 2015](#) including approval of service learning (SL) designation (with an asterisk) for KINE 1010.

**Disposition: Chancellor**

Resolution #15-95

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**Disposition: Chair of the Faculty, ECU Faculty Assembly Delegates**