

**East Carolina University
FACULTY SENATE
FULL MINUTES OF OCTOBER 4, 2016**

The second regular meeting of the 2016-2017 Faculty Senate was held on Tuesday, October 4, 2016, 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 [September 6, 2016](#) were postponed until November.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Hodge (Education), Ferreira (Geography, Planning and Environment) and Gemperline (Academic Deans Representative).

Alternates present were: Professors Holloway for Dellana (Business), Williams for Cooper (Health and Human Performance) and Little for Mwachofi (Medicine).

B. Announcements

We still have openings on several committees listed below. Please let faculty in your academic unit know of these service opportunities and ask anyone interested to please contact John Stiller at stillerj@ecu.edu.

Academic Committees (Regular voting faculty member)
Distance Education and Learning Technology (2018 term)
Faculty Governance (2018 term)
General Education and Instructional Effectiveness (2019 term)
Service Learning (2017 term)
Academic Committees (Ex-officio voting member representing Faculty Senate)
Academic Awards (2017 term)
Distance Education and Learning Technology (2017 term)
General Education and Instructional Effectiveness (2017 term)
Student Scholarships, Fellowships and Financial Aid (2017 term)
Writing Across the Curriculum (2017 term)
Administrative Committees (Regular voting faculty member)
Academic Integrity (2017 term)
Information Resources Coordinating Council (2019 term)
Student Activities Board Committee (Regular voting faculty member)
Entertainment (2019 term)

Registration for the spring semester 2017 is approaching and it is requested that course material and textbook requisitions be submitted to the Dowdy Student Stores no later than Friday, October 28, 2016. Requisitions submitted by the due date keep our University compliant with the Higher Education Opportunity Act (HEOA) and UNC Board of Governors (BOG) requirements. Faculty should receive an

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email in the near future, if not already, that provides a link to our course material requisition system. All courses, including those courses that do not require course materials or textbooks, and course materials that are offered electronically or online, should be processed through the online course material requisition system at Dowdy Student Stores in order for ECU to fulfill its requirements. It is crucial that all courses are entered into Banner as soon as possible, so that faculty can identify the course materials and textbooks for all classes. Course materials also include other required items for the courses other than textbooks such as course packets, calculators, and other supply items or custom kits.

Following a report to the Faculty Senate in November, the Research/Creative Activities Committee will distribute revised 2017/18 Research/Creative Activity Grant proposal guidelines and application materials, with a submission deadline of Wednesday, January 11, 2017 at 12 noon. In addition, a question and answer workshop will be held in December to assist faculty in the process. Please direct any questions to Professor Richard McCabe, Chair of the Research/Creative Activities Committee at mccaber@ecu.edu or 737-7070.

The Teaching Grants Committee has announced a call for 2017/18 Teaching Grant proposals. The submission deadline is 12:00 noon on Monday, November 7, 2016. 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 funding set aside for these grants is \$80,000 in salary dollars and \$9,000 in operating dollars. All monetary expenditures are tied to the current fiscal year and all monies must be spent by June 30, 2017. Questions may be directed to Professor Toyin Babatunde, Chair of the Teaching Grants Committee at babatundeo@ecu.edu.

- Resolutions from the September 6 Faculty Senate meeting are still pending final action, including:
- #16-47 Curriculum and academic matters contained in the meeting minutes of [April 21, 2016](#), including curriculum action within the College of Engineering and Technology.
 - #16-48 Curriculum and academic matters contained in the meeting minutes of [April 12, 2016](#), including approval of service learning (SL) designation (with an asterisk) for KINE 4500 within the College Health and Human Performance.

The Student Scholarships, Fellowships, and Financial Aid Committee will host their annual ECU Scholarship Awarding Workshop on Monday, December 5, 2016, from 1:00 – 2:00 pm in the Heart Institute. This workshop is for all faculty and staff interested in the annual awarding of student scholarships. Questions may be directed to Professor Elaine Yontz, Chair of the Committee at yontzm@ecu.edu.

Campus Climate and Civility Focus Groups are scheduled for faculty and staff in partnership with Student Affairs. Phase two of Project: ECUYou: After the successful administration of the campus climate instrument as a part of Project ECUYou, there are several points of inquiry that we want to explore further with the campus community to aid in the development of strategic priorities. Registration is required through Cornerstone. Limited seats available. Pizza will be provided.

<u>Staff Focus Groups</u> Staff #1 10/12/16 12:00pm-1:30pm (Wednesday) HS Laupus Library Room 1506	<u>Faculty Focus Groups</u> Faculty #1 10/7/16 11:30am-1:00pm (Friday) Bate Room 1006
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<p>Staff #2 10/18/16 11:30am-1:00pm (Tuesday) Old Cafeteria Room 1632</p> <p>Staff #3 11/3/16 12:00pm-1:30pm (Thursday) Old Cafeteria Room 1632</p>	<p>Faculty #2 10/27/16 12:00pm-1:30pm (Thursday) Bate Room 1006</p> <p>Faculty #3 11/2/16 12:00pm-1:30pm (Wednesday) HS Laupus Library Room 1506</p>
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Questions? Contact us via email at: oed@ecu.edu or by phone at (252) 328– 6804.

C. Cecil Staton, Chancellor

Chancellor Staton began his remarks by reviewing some of the initiatives that are on his agenda including increasing our brand awareness, research productivity and footprint across the university, globalization and internationalization, and the capital campaign moving forward soon. He elaborated on the need to increase our research profile. An important part of that effort is external funding and support for research and support of our instructional and outreach programs. Diversifying our revenue streams, whether by sponsored programs or by the work of our foundations is essential to the success of our university in achieving our aspirations. He mentioned doubling the volume of sponsored program and research on our campus including research funding and that is an aspirational goal, which he recognizes is aggressive for our university and he understands that. But is an institutional priority. The next question is how do we get there. The details are not fully known, but we are in the midst of establishing an environment productive for our goals. Key ingredients on the environment include space, leadership, maturity of some of our key programs, appropriate incentives and clear expectations.

- *Space*: a ribbon cutting is coming up for the fourth floor of Ross Hall, the School of Dental Medicine. A committee of ten faculty members are working a strategic plan for involving the Coastal Research Institute and its under-utilized facility with a plan due by March 30, 2017. The Life-Sciences and Biotechnology building is being planned and will add to research space. The Chancellor met with the state's Budget Director to discuss that and other projects. The first major project for the Millennial Campus involves the Haney Building in the Warehouse District; an RFQ has been issues and contractors are responding. Other discussions are underway with entities interested in have space and being in partnership with ECU on Millennial Campus properties.
- *Leadershp*. We are in the process of hiring key leaders including the new Dean of Brody School of Medicine who will have talent and experience to energize bio-medical research, and they have had some good candidates. Brody School of Medicine is also searching for an Associate Dean of Research. We are conducting a national search for a Vice Chancellor for Research, Economic Development and Engagement.
- *Maturity*. The young Schools of Dental medicine and Engineering have focused their early years on instruction, and now will exploring research. Other units need further development in research. Great teams have specialists. We need to consider significantly differentiated teaching loads worked out at the department and college levels. The stroingest researchers need time to accomplish research goals.
- *Incentives*. ECU has proposed a ground breaking plan at UNCGA. The plan is to change non-salary bonuses by offering productivity bonuses. This has been under development for several years on our campus, and seems to have support at GA. He will be going to the BoG to defend the proposal.

These individual incentive are essential for rewarding outstanding faculty performance and and generating external funding.

The Chancellor met with the ECU Research Council Action plan and asked them to develop a detailed action plan for improving sponsored programs. This is hard work and each and every one of us will have to prioritize the effort and recognize its value across the university. We will have to sacrifice and we know about sacrifice, particularly for the greater good. Enhancing our sponsored programs will pay dividends in expanded research programs. This is how we make progress toward being America's next great university.

The Chancellor then turned his attention to the recent protest at the football game and the repercussions. We have an outstanding group of students affairs professionals who are working with students to find ways to express themselves and their opinions. We value their opinions and embrace diversity. We want to help students find ways to express themselves. The Chancellor met with the band and talked about how much he supports them and their energy and dedication. It is important on campus to repudiate any acts of violence; it is unacceptable, and we want to make that known across the campus. Students deserve to be safe. We have to be careful, and we have a responsibility and balance. On any given, day the Chancellor is happy and prepared to take the heat for instances even when people are coming a the issue from all sides. But, we have to provide leadership and support students and also make sure that in public spaces where we invite guests we have to make sure that things don't spiral out of control. The Chancellor expressed appreciation for the Dean, the Chair, and the professor who is the band leader for their leadership in these days for meeting with the Marching Pirates to move forward. The Chancellor reminds the Senate that band is a class. There is a syllabus. There are commitments that have been made by the band. He feels that the classroom is the best place to deal with these issues. These are not easy days and the issues are difficult. We have to help students know where the right place, time, and manner to express their views. The Chancellor encourages us to work with our students to help them do that. We also need to understand that this is going on across the country. Several things occurred on the campus last week and yesterday, and there were some concerns about events that might have happened after the football game that student affairs professionals were able to work with students to think about ways to appropriately exercise there rights. Not all of them are going to be public; not all will be in the media. The Chancellor encourages up to discuss in our classes to help students understand that sometimes we fo things in ways that take the focus off the issues and put it on the methods, which is not effective for the cause. We should embrace the ECU creed, embrace civil discourse as the ways to move forward. We may not always be right or be accepted by people eon various sides of the issue, but we need to show support and concerns for our students and their safety.

Professor Gueye (English) thanked the Chancellor for the initial statement he sent to the university community. She commented that the Chancellor had said he supported the faculty and students, and she asked why he subsequently supported the statements that the University would not tolerate this type of action again. Did the students have the rights to protest peacefully and use their body to express their opinion? Chancellor noted that we are in a difficult situation. After incidents on Saturday, it was appropriate to look at the syllabus, student commitments, and other aspects of the situation. These are not easy issues. When 45,000 people are invited to campus, we have to make sure everyone is safe. Violence is not an answer and noted that the University would be prepared in the future and was alarmed by the actions of some on Saturday. The Chancellor's commitment to the students is to find an appropriate way for them to voice their concerns. Someone came on campus a few days ago and shouted in classrooms—is that appropriate? Is it right that students disrupt performances or other events? Some will say yes, some no. We need to have patience, and we have a responsibility to find a way forward. The Chancellor also

expressed that ECU has done a very good job of doing that and avoiding some of the problems other campuses experienced.

Professor Dotson-Blake (Vice Chair of the Faculty/Education) expressed her appreciation for the Chancellor's comments about the complexity of the issues and trusts that good work is happening within student life, noting that when the focus becomes a method, the issues are lost. She stated that with this tough issue, and asked to what extent at the University do we have the responsibility to refocus attention back to the issues the students are protesting about (racism, etc.)? The Chancellor said he agreed, and we have to think about the issues as well as the slurs and incidents such as things being thrown at students in response. The aggressiveness was unanticipated following the football game protest, and we have to be better at preparing, how we process this, and what we do going forward. We are not aware of everything that goes on. The student affairs professionals are the people to help students figure out what to do. All of us need to be speaking about the issues.

Professor Robinson (Mathematics) expressed his appreciation for the Chancellor's remarks and asked how we prevent people with hateful feelings from acting on them. One person who threw a bottle was charged with littering rather than attempted assault. We need to get a strong message sent to people who express hate to let people know it's not acceptable. We should focus on the fact that the students brought forward concern for killings and racially motivated attacks on people—these are not theoretical issues but very, deep issues. It's important to send a strong message. The Chancellor replied that he feels similarly, and can't comment on an ongoing investigation [about the violence], but he has been talking to the DA and police and others. It is incumbent on us to engage and be involved, to make this an opportunity for learning, and to advance ideas on campus and in the community, and we need to commit ourselves to doing it. There are interesting issues.

Professor Francia (Political Science) noted that the University statement was that the actions will not be tolerated and asked if the athletes will be held to the same standard? Chancellor Staton replied yes, all students have to be treated the same. Athletics is engaged in that discussion, and we should consider having the athletic director come and talk about it. We need to make sure that we can help all students achieve their goals in the right time, place, and manner.

Professor Francia (Political Science) followed up by noted that the National Football League tolerates their athletes kneeling and asked what makes that display different from ours, especially when we tell students that we value free speech? Chancellor Staton replied that the Athletics Director should address that question and that we will continue to struggle with this issue.

Professor Justiniano (Physics) stated that he is troubled by the word "tolerate" because we are at a university that is supposed to support people's first amendment rights. Chancellor Staton replied that band is an academic class with a professor and a syllabus that students in the band agree to follow. We have to think of time, place, and manner and what rights people have during a performance that they pay to see. This is interesting, and we have to think about how to move forward the best way possible in the face of ambiguity.

Chair Stiller asked that additional questions and comments be held until later in the meeting when a related resolution is brought forward.

D. Mike Van Scott, Interim Vice Chancellor for Research, Economic Development and Engagement Interim Vice Chancellor Van Scott provided an update on the Life Sciences and Biotechnology building. The planning started more than 10 years ago. At the time, we had a new department of engineering. The chemistry department looking to build in medicinal chemistry, a physics department working on a biomedical physics graduate program, and research was escalating at the Brody School of Medicine. ECU began discussions about a building that would focus on these areas. In 2010, a biosciences committee was established. Initially, the plan was for a \$150 million project, 200,000 sq. feet.. The recent NC Connect referendum that passed provided \$90 million for the building, which provide be 140, 000 sq. feet, of which 60% can be assigned with the rest going to utilities, halls, etc. with two floors of science and technology. The building size is not enough to house departments of biology and engineering. The question is what is the best use of the building. Lord Aeck Sargent is the design firm who won the contract to design the building. Vice Chancellor Van Scott distributed a hand out of designs of their buildings. Sargent recently worked on the renovation on Ross Hall. They have built science buildings at Chapel Hill, Duke, NC State, among others. They have won awards for designing lab space.

The ECU team who will work with the design team includes, from Harriot College:

- Dean Bill Downs
- Cindy Putnam Evans, Associate Dean for Research
- Jeff McKinnon, Chair of Biology
- Andrew Morehead, Chair of Chemistry
- Jeff Shinpaugh, Chair of Physics
- Elizabeth Ables
- Christopher Balakrishnan

From the College of Engineering and Technology

- Dean David White
- Tarek Abdel-Salam, Associate Dean for Research and Graduate Studies
- David Griffin, Chair of Engineering
- Loren Limberis
- Barbara Muller-Borer

The Provost, Vice-Chancellor Van Scott, William Bagnell, Associate Vice Chancellor for Operations; John G. Fields, Director, Facilities Engineering & Architectural Services; Bill Chatfield, Project Manager, Facilities Engineering & Architectural Services also sit on the committee.

This group will look at all the related activities going on across campus and to inform the process about what goes into the building. The vision is that we should leverage the millennial campus designation and anchor where private entities would be able to come into partner and to give students a opportunities to work with them. We envision this building to be a gateway building.

We don't have the funds to take down Christenbury Gym and locate the new building there. The opportunity is that the new building will go on the millennium campus and will be the first thing people see when they come into town, the first impression of a dynamic campus.

A couple of programs that are being considered for the building include are bio-technology, any unit that uses genetic approaches—human genetics, environmental health, ag bio-tech. The biology department needs a greenhouse so in parallel with the new building, we need to build a research greenhouse only a short distance from the new building and large enough so that start-up companies in the ag bio-tech

sphere would be able to come and have a footprint in the region, and from there build their own facilities close to Greenville. It gives us potential research partners who will help pay for infrastructure, utilities, and staffing costs for the greenhouse.

Bio-processing—we have a bio-process program and the graduates are highly sought after. Part of the building would be bio-process and bio-extraction components. There is a large bio-extraction company, Avoca, that several years ago worked with the NC Biotechnology Center on a proposal for a pilot extraction facilities. Avoca only deals with million dollar projects, but small companies could move from smaller to larger projects. Since then, one of the two bio-extraction facilities has closes. If we put in a bio-extraction facility, we could have students teams work with industry to scale up their products.

Bio-medical engineering clearly needs a footprint. They don't have labs now and are sharing lab space with Brody and needs their own space.

The project is in the planning process and the team needs to define what needs to go in the building. The designer came up with two different scenarios—one is teaching intensive and one was research intensive.

Professor Schinasi (Foreign Languages and Literatures) expressed his support for teaming with business, however noted that business involves risk. He asked how VC Van Scott will analyzed the risk and decide which businesses to work with. Interim VC Van Scott replied that projects have to be picked carefully and partners need to understand that our primary mission is academics and our timeframes are different. The Vice Chancellor provided several examples of businesses reaching out to ECU to partner and work with students.

Professor Treadwell (Medicine) supported the efforts and said that it was a great idea. He shared personal reflections on how businesses have worked well with universities in other states. He noted that there are millions of dollars available for these kinds of partnerships. He expressed hope that the Division can get done what they want to get done. It would be very beneficial to the University community.

E. John Fletcher, Associate Provost Enrollment Services

Associate Provost Fletcher provided an annual report on 2016 Freshman Class noting that tables and charts were available on a new [ECU dashboard](#) that Ying Zhou in IPAR has created. The UNC system has an elaborate dashboard that they have begun as well. Great news for ECU this fall include:

- Highest enrollment in ECU history, 28,962
- Graduate staff and programs also worked to increase graduate enrollment dramatically.
- Undergrad enrollment is 22,969—a slight decrease from last year. The change is from discontinuation of the Second Life high school program and that shifted some certificate programs shifted to graduate programs.
- First year student class is 4,320, slightly up. Of those, 3638 are from NC, 682 from out of state. The average SAT score is slightly lower from 1061 to 1056; average ACT scores remained the same. Average high school GPA declined, with weighted average last year of 3.76, This year the GPA is 3.6 (weighted), 3.28 (unweighted). The projection for fall 2017 first year enrollment is 4,500.
- Transfer students—1,866 chose ECU—represent the largest transfer class in history; 1754 from NC, 112 from out of state. The goal for next year will be 2,000.
- Retention of first year students is at its highest—82.5%. We are still working on that number.

- Transfers students enrolled in 2014 did well: 36% enrolled had above a 3.2 GPA; 46% above a 2.75; and 56% had above a 2.5.

Professor Morin (Communication) stated that last year we were presented enrollment numbers that showed ECU admitted one undergraduate foreign student. This year we received a memo saying that we have students from 63 countries on campus. What is the source of the discrepancy and what is the actual number of international students enrolled? Associate Provost Fletcher replied that he doesn't have those figures with him. He does have figures that show incoming first year students include 14 new international students.

Professor Morin (Communication) asked whether that number includes exchange students who are here for a short time? Associate Provost Fletcher replied that they are regular ECU students.

F. Jeff Compher, Director of Athletics

Director Compher opened by discussing the importance of academics in ECU athletics. Women's lacrosse has been added at ECU; head coach and staff have been hired, and they are now recruiting and formulating teams. The team will begin competing in 2018. ECU negotiations with big 12 took place over summer. We didn't move forward in that process but were able to get good information out about ECU's strengths. In terms of academics:

- 42 students completed the first year of a living-learning community for first year student athletes. The focus was leadership. The students moved on to the sophomore year with a 3.2 GPA.
- 36 students are in the program in this year and all will earn a BB&T leadership credential.
- Academic superlatives include:
 - Last year—2.97 GPA, up from the year before. Goal is a minimum of 3.0. Last year, 11 teams increased annual GPA.
 - 2 teams—baseball and women's golf—3.31, 3.77 GPA respectively—earned American Athletic Conference Excellence Awards for Academics for the highest team GPA in the conferences in their respective sports. They were also successful in their sports, both teams earning post-season appearances.
 - 81 student athletes graduated last year
 - 12 teams had 3.0 GPAs last year
 - 221 student athletes were named to the American Athletic Conference all-academic team; ECU was third in the category.

Director Compher thanked Cal Christian, Nita Boyce, Chris Locklear, John Fletcher, and Provost Mitchelson for helping student athletes. Director Compher also mentioned the Life Skills Program that focuses on development of student athletes including career development and community service, for which student athletes had over 10,000 hours last year. Faculty can help with student athletes by reporting on their progress with athletic reports and Starfish.

Professor Christianson (Biology) noted that there has been a high incidence of rape among athletes and asked what we are doing at ECU. Director Compher responded that the program has focused on that including through the life skills program; many student athletes have been through training on bystander

actions and interventions. They show students a short film about consent and have discussion. They have also received training on how to report assaults.

Professor Gueye (English) asked whether athletics has considered collaborating with Women's Studies and Gender Studies to talk about these issues. Director Compher responded that he would like to get together and talk about that and entertain new ideas.

G. Cal Christian, NCAA Faculty Athletics Representative

Professor Christian provided a report on University Athletic Committee's Academic Integrity Subcommittee. He started by providing background on his role as Faculty Athletics Representative. He has three criteria—to promote a quality student athlete experience and student athlete well-being, monitor academic integrity of the program, and assist in ensuring the institutional control of the athletic program. Professor Christian noted that he represents the faculty when working with athletics. He spends 15-20 hours per week meeting with students, athletic directors, and academic council about compliance and other issues. He also meets with the provost and the Chancellor to keep them updated. He shares information with the academic side and noted that faculty can contact him for questions or concerns. The people involved review GPA, retention, possible problems with course clustering, and more. Professor Christian also talked about his role representing faculty on integrity and academic success issues. He noted that the American Athletic Conference is a good conference, and this year ECU is participating in research that will be conducted on several campuses. The idea is to collaborate with faculty and to support faculty research grants about student athletes and academic success. Contact Professor Christian more information about being involved in this research effort.

No questions were posed to Professor Christian at this time.

H. John Stiller, Chair of the Faculty

Professor Stiller provided the following remarks to the Faculty Senate.

“We have a packed meeting today, but the Agenda committee asked me to provide a Quick update on the project to replace Sedona as the platform for documenting and reviewing faculty activities. As you may recall, at our last meeting we had not quite finalized a contract with the identified vendor, meaning I could not share even share the name of the new system under development. Well, the contract now has been finalized and last week we had a formal kickoff meeting to initiate plans for formal implementation of the new system. Today it is my pleasure to be able to provide some specific details on those implementation plans, and on a timetable for transitioning from Sedona.

First, the name of the new system is Faculty 180; it was developed and is operated by the company Data 180.

This system offers significant improvements for recording and reporting faculty activities and effort, for use in faculty personnel evaluations, and for our ability to highlight our scholarship and creative activities on university and individual faculty webpages. As individual faculty have the opportunity to interface with Faculty 180, I think the advantages will quickly become apparent.

So, let me quickly cut to the chase and provide some specifics about the projected implementation timeline. I would ask senators to please share this information with your unit colleagues to prevent

undo concerns or confusion about a potentially inconvenient transition before the next annual reporting cycle. That is not going to happen.

- Beginning last week we are developing and will be carrying out both a...
 - Project implementation Plan
 - Communications Plan
 - More on those in a moment.
- In 2017, after the annual evaluations are complete,
 - All of Sedona will freeze
 - Migrate the Sedona data to Faculty180
 - This was one of the major criteria we had for a new system...the ability to efficiently interface with our existing system, and to migrate data that faculty already have entered.
- Faculty will then have the opportunity to check and update their individual Faculty 180 pages as needed, and to enter new data throughout the 2017-18 academic year, culminating...
- In Spring of 2018
 - Ready for Annual evaluations in the new system
- No projected date yet, but one of the most exciting aspects will be...
 - Secure, electronic P&T process implemented

What will occur between now and the migration of Sedona data to faculty 180?

Seven committees and teams have been established. Probably the most important one for us is a faculty committee that includes representatives from all our colleges, the library system and key members of implementation and data teams.

1. Develop templates for faculty annual reports and evaluations, and other reporting functions that will be managed by the system.
2. Lead efforts customize the system to deal with unique aspects of faculty activity here that are not currently accommodated.
3. Work with steering committee and other teams to integrate our existing systems and data will be complicated and require a great deal of careful planning to achieve a smooth transition
4. Help develop and implement a communications plan.
 - Keep faculty updated of developments as we move forward with implementation.
 - Plan and begin to carry out training so that faculty can become familiar with the system and have all questions answered, long before we have to use it for real.

I think all of us working on this project have been impressed with Faculty 180 and are excited about how much it will improve the ease and efficiency of faculty reporting and evaluation processes. We've had more than a year of detailed planning, eliciting feedback from faculty and other stakeholders and careful review of the best systems on the market. We are now moving into a year or more of equally if not more vigorous work to implement Faculty 180. I want to thank all those who've agreed to serve on these teams and committees, for all of your efforts, past and future.

Based on some of the discussion we've already had and probably more so on some rather vile and implicitly threatening e-mails that I've received, I want to go off script a little and just make a few comments. I think as has been discussed, we can debate, and it's appropriate to do that, whether certain aspects of our jobs, and whether voluntary activities that our students are engaged with, in some way change the rights to free speech and what we can and can't do based on those rights. These are very complex issues, as has been discussed already, and they require careful, thoughtful,

and well-reasoned consideration. And I think we have made a start on that. What I believe is that what we must not do is debate whether we ever appear to tolerate bigotry, intimidation, or violence aimed at anybody attempting to peacefully and civilly exercise their rights to free speech even if they fall into one of those grey areas where it's a question of whether it is appropriate. As a university, we should reserve our strongest and most clear and resolute condemnation and intolerance for any violence and intimidation aimed at our students, faculty, staff, or anyone associated with the Pirate Nation. And finally—and I think this is a point well worth keeping in mind—we must never fall into the trap of blaming the victims of violence for the violence perpetrated against them.”

No questions were posed to Chair Stiller at this time.

I. Question Period

Professor Gueye (English) stated that she was troubled by words the Chancellor used about the band protest including “tolerate,” or intolerable, or civil disruption as if the students were disrupting anything. Her question to the Chancellor is if the act were done by the athletes playing, would we be referring to the activity being a class. Prof. Gueye stated that she didn't believe the students did anything disruptive. As a university, it is our job to show students that we support them exercising their right for free speech. As teachers, we should uphold everything at that level. We need to come up with a very clear message about people reacting to student acts and not give the impression that we are going to punish the students. We have to think about how we define these acts, and we should not blame the students. The Chancellor thanked Professor Gueye for her comments and wanted to echo his sincere and total agreement with Chair Stiller's remarks. The message going forward from the university should be an appropriate and visible message to those who are invited as guests on campus that we will not tolerate violence or the threat of violence.

Professor Pearce (Sociology) thanked the Chancellor for his strong initial statement. She noted that it might be complicated how we address these issues with students because many of us are or have been activists ourselves. She noted that in some of our classes, students are learning about activism and civil disobedience, and some faculty participate with students protesting various social issues. Professor Pearce asked what the message should be to students when they do the right things and are assaulted or victims of violence. Chancellor Staton expressed his agreement with her comments and indicated that we won't tolerate violence.

Agenda Item IV. Unfinished Business

Faculty Governance Committee, Jay Morris

Proposed addition to the ECU Faculty Manual, Part VIII, Section I. Personnel Policies and Procedures for the Faculty of East Carolina University, Subsection III. entitled Faculty Presence (attachment 1).

Professor Morris (Political Science), Chair of the Committee, moved to recommit the report to the Faculty Governance Committee for additional review prior to bringing something back to the Senate later in the year.

Chair Stiller clarified that this was not a postponement or tabling of the motion, but a suggestion to send it back to Governance before the issue comes back in a different form.

Professor Winterbauer (Public Health) asked about the origin of the proposal and what had been discussed within the committee. Professor Morris replied that revision of Part VIII of the faculty manual is underway. There are some areas in Part VIII where it seems reasonable to integrate a statement about faculty presence.

Professor Morin (Communication) stated that she had discussed this proposal with colleagues within her academic unit to find out what they thought about it. She hopes the Senate will consider their suggestions and concerns. The faculty in her department understand the reasons for the proposal and agree in spirit but the proposal would have to change considerably for them to accept it. The faculty and administration have serious concerns that the proposal is too ambiguous and difficult to implement and lacks teeth to implement. It needs to be clear in terms of what it is regulating, how it is regulating, and the criteria that we're going to be using while we're evaluating faculty based on this policy. Professor Morin does not want anyone to misunderstand—they are not talking about faculty who are trying to live their lives on vacation. These are hard-working faculty. They have 14 faculty members on the tenure track or in tenured positions in communication meeting the needs of more than 1,000 students in four degree programs and three graduate programs.

Chair Stiller suggested that because the motion is to send the motion back, and we have had extensive discussion in the past. Feedback can go to the faculty governance committee.

Professor Morin (Communication) responded by requesting clarity, criteria—in terms of how we are going to judge the presence of faculty on campus—and anything we can do so that it doesn't turn into a slippery slope.

Following the brief discussion, the motion to recommit the proposed addition to the *ECU Faculty Manual*, Part VIII, Section I. Personnel Policies and Procedures for the Faculty of East Carolina University, Subsection III. entitled Faculty Presence to the Faculty Governance Committee for additional review was approved. **RESOLUTION #16-49**

Agenda Item V. Report of Graduate Council

Professor Denise Donica (Allied Health Sciences) a member of the Graduate Council provided curriculum and academic matters acted on and recorded in the [September 19, 2016](#), Graduate Council minutes, including curriculum action items (GC 15-29) within the Graduate Curriculum Committee meeting minutes from [March 30, 2016](#), and [April 13, 2016](#) including items from the Department of Recreation and Leisure Studies, Department of Educational Leadership, and the Department of Political Sciences. Programmatic actions within the Graduate Curriculum Committee meeting minutes of [March 30, 2016](#) were forwarded to the Educational Policies and Planning Committee (EPPC), and included a proposal of New Graduate Certificate: Dual Language Immersion Administration (DLI) and New Concentration: DLI Concentration in Educational Specialist in Administration in the Department of Educational Leadership within the College of Education. In addition, she referenced policy matters acted on and recorded in the [September 19, 2016](#), Graduate Council minutes, including policy action item (GC 15-30), changes to the Graduate Catalog policy on “Disruptive Academic Behavior”, from “Students removed from a course under this policy will receive a grade of drop” according to university policy” to “Students removed from a course under this policy will receive a grade of “W” according to university policy”.

There was no discussion and curriculum, academic and policy matters referenced in the report were approved as formal faculty advice to the Chancellor. **RESOLUTION #16-50**

Agenda Item VI. Report of Committees

A. Faculty Grievance Committee

Overview of 2015-2016 Committee Activities (attachment 2).

Professor Chris Duffrin (Medicine), Chair of the Committee presented an overview of 2015-2016 committee activities He stated that the committee has the general charge to hear grievances that do not fall under any other committees as well as grievances concerning early tenure. Last year the committee heard one case that was resolved with discussions between the complainant and the department chair. It did not move on to a petition for redress.

There was no discussion and the report was accepted as presented.

B. Committee on Committees.

Election of Members to the Appellate Hearing Committee (attachment 3).

Professor Carol Goodwillie (Biology), a member of the Committee, presented the name of a nominee for one of two open seats on the Appellate Hearing Committee. Professor Morehead (Chemistry/Past Chair of the Faculty) moved to accept Professor Margaret Arnd-Caddigan (Social Work) as a 2018 alternate member by acclamation. Professor Caddigan was then elected by acclamation. Chair Stiller stated that he would charge the Committee on Committees to find one additional member to fill the vacant 2019 regular seat and encouraged Senators to let the committee know if they knew of anyone interested in serving in this capacity.

C. Writing Across the Curriculum Committee

Professor Jen Scott Mobley (Theatre and Dance), a member of the Committee, presented curriculum and academic matters contained in the meeting minutes of [January 11, 2016](#), removing WI designation from READ 4534; meeting minutes of [March 14, 2016](#), removing WI designation from WOST 3500 and WOST 4200; and meeting minutes of [September 12, 2016](#), removing WI designation from NURS 4420, NURS 4440, NURS 4910 and IENG 2020. There was no discussion and the Committee report was approved as presented. **RESOLUTION #16-51**

D. Undergraduate Curriculum Committee

Professor Jean Luc Scemama (Biology), Chair of the Committee presented curriculum and academic matters contained in the meeting minutes of [September 22, 2016](#) including curricular actions within the Colleges of Allied Health Sciences, Business, Fine Arts and Communication, Engineering and Technology and Departments of Philosophy and Religious Studies, Chemistry and Interdisciplinary Program in Russian Studies. There was no discussion and the Committee report was approved as presented. **RESOLUTION #16-52**

E. General Education Curriculum and Instructional Effectiveness Committee (attachment 4).

Professor George Bailey (Philosophy and Religious Studies), Chair of the Committee presented a recommendation to rescind the moratorium on consideration of courses for foundations credit that was approved by the Faculty Senate and approved by the Chancellor on December 8, 2015 (#15-90 below).

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.

There was no discussion and the recommendation was approved as presented. **RESOLUTION #16-53**

F. Unit Code Screening Committee (attachment 5).

Professor Patricia Anderson (Education), Chair of the Committee presented first the revised [Department of Chemistry](#) Unit Code of Operation. There was no discussion and the revised unit code was approved as presented. **RESOLUTION #16-54**

Professor Anderson then presented the editorially revised [General Guidelines for Writing and Revising a Unit Code of Operation](#) and Cover/Signature Page, for information only, and noted one additional edit to the cover/signature page—changing “highest” to “higher.” There was no discussion.

Agenda Item VII. New Business

Professor Kain (Secretary of the Faculty/English) offered a resolution from colleagues within the Department of English in support of the East Carolina University Marching Band's Exercise of Free Speech and Expression at East Carolina University that stated:

Whereas, the United States Constitution grants individuals the right of free expression;

Whereas, the East Carolina University community is dedicated to fostering the free and open exchange of ideas; and

Whereas, the Faculty Senate of East Carolina University supports the right of the members of the ECU Marching band— as well as all other members of the university community— to engage in peaceful and non-violent protest, in whatever manner they choose; and

Whereas, the Faculty Senate of East Carolina University strongly condemns any attempt on the part of university officials to prevent members of the ECU Marching Band from exercising their constitutionally guaranteed right of freedom of expression.

Be it resolved that the Faculty Senate calls upon the Chancellor of East Carolina University to counteract any such statements by university officials by affirming the students' right to freedom of expression; and

Be it further resolved that the Faculty Senate urges the Chancellor to condemn publicly any acts of violence or hate speech directed at the members of the ECU Marching Band, or any other members of the ECU community, in response to peaceful, non-violent protests.

Professor Barber (Health Sciences Library) commented that a lot of people appreciate the side of the students. But what if students got up to protest something that is not popular, perhaps something seen as bigoted in nature, but was non-violent. Are we opening a door to different forms of protest in these venues where it would seem that ECU is endorsing the stance of a few.

Professor Justiniano (Physics) stated that what he heard was support for the constitutional rights of our students and noted that those rights have to be supported whether we like the message or not. Yes, it opens a door for everyone to exercise their constitutional rights, which are guaranteed, and if people find the ideas unsavory, we still have to accept the right of those who are protesting to do so in a civil and non-violent way.

Professor Gustafson (Music) had a first year student come in for a lesson today. The student is small, slight, and a member of the marching band. At the game Saturday, she was assaulted—her shoulder was grabbed. A policeman intervened and stopped the assault. She saw members of the band after the game and they were in shock. Professor Gustafson said that she didn't think anyone anticipated the kind of reaction that this non-violent, silent protest drew. She talked to her student today about the issues that prompted the protest at ECU and elsewhere. Professor Gustafson commented that she was not an activist in school, but she feels she doesn't have the room to sit quietly any more. She stated that we have to act together about issues such as the abuses of power. Our students are in the line of fire. Professor Gustafson agrees with the Chancellor that the situation is very complicated. The people who reacted so strongly negatively about the band members' actions have children at the school who we're educating. We need to hear those voices—why are they so angry? What are we not hearing? Whose needs are not being addressed so they feel the need for violence when someone creates a non-violent peaceful action to protest injustice across society? We must look from all sides at this and she doesn't find that easy to do. She backs her students whether she agrees with the time and place or not. She backs her colleagues and stands with the administration. She thanked everyone for patience and kindness and expressed her appreciation for Faculty Senate and for being a Senator. She thanked the Senate for speaking about the issues.

Professor Stokes (Allied Health Sciences) stated that students have the right to free speech, and she expressed appreciation that students can do that here in a safe environment. Professor Stokes suggested we keep in mind that marching band is a performance course. Student who participate in silent protests that interfere with performance course work may face rules and consequences. If an athlete kneels during the anthem, they are not disrupting their performance in the game. The band students have a responsibility to the course.

Professor Bowman (Nursing) stated that more students did not choose to participate in the protest but were caught up in what happened afterwards. They were yelled at; the police didn't walk with them down the sidewalk and should have. She agreed that students have the right to protest, but people need to consider the rights of the people around them.

Professor Maher (Philosophy and Religious Studies) commented on civil disobedience as described by Rev. Martin Luther King in "Letters from a Birmingham Jail." People's intended action should be focused on the main issue, and they should be ready face consequences. He read the band course syllabus which is 26 pages and addresses many types of conformity (i.e. no one was allowed to be out of sync, no solos). He felt the syllabus could not have been more clear about the students' roles in the band. When students respond to injustice and want to participate in protesting, and if they are willing to accept the consequences of their actions, then they are in line with the basic principle of civil disobedience. However, Professor Maher doesn't believe the band protest comes down to a free speech issue. People should express their outrage at injustice, but it is a matter of time and place. He agrees with the Chancellor's remarks about the campus as a venue for deeply felt conversation, but we can't reduce this incident to a freedom of speech issue.

Professor Dotson-Blake (Vice Chair of the Faculty/Education) stated that she agreed with Professor Maher's comments about creating conversation on campus, and we have to consider the message we're sending. If we want to create an environment of safety, we have to address the violence of the response toward the band members. One of the points in the resolution spoke to the administration addressing this issue. If the Administration seems to be addressing the students' actions and not focusing as much on the actions directed against them, that will be a problem. That is not the message that she wants her students to take home. She agrees with most of what is in the resolution, but we need to think about the language we put out on this.

Chair Stiller noted that the proposed resolution can be amended by faculty vote.

Professor Grodner (Economics) asked whether the university attorney can look at the resolution. He was raised in Poland where the US was vilified for what appeared to be expressions of division, but he didn't know about the first amendment. He would like to be more educated about the legal issues.

Professor Francia (Political Science) commented that he hears people invoke rules, and Professor Maher brought up Birmingham. Here, we are in the position of Bull Connor, in a position of authority. Bull Connor cited a rule and said the law is the law—we have segregation (in Birmingham), and he would enforce it. We have to tread carefully about saying that the rules are the rules. It's imperative for us to look at the rules and decide whether they are appropriate; are they double standards? History judges not just the protesters, but the people in power and how they respond. Professor Francia said he supports the resolution.

Professor Christian (Business) asked to hear the resolution again. Because we are in the position of authority, we need more time to think about the proposed resolution since it was not presented ahead of time for us to discuss with our colleagues. He agrees with a lot of the resolution, but he also commented that the band has a responsibility play. No one disagrees that the racial strife going on is a problem and many want to understand the issues. He proposed that faculty take time to really think about this before reacting to address the violence. Final action by the Faculty Senate is important and what we say can't go out as flippant.

Professor Kain (Secretary of the Faculty/English) expressed her appreciation for Professor Christian's comments asking for time to digest the proposed resolution and situation at hand. Chair Stiller asked for the resolution to be read again, which Professor Kain did.

Professor Anderson (Education) expressed concern with the resolution wording and was not comfortable with taking action on the resolution at this time. She commented on some of the wording and has concerns about not supporting the faculty members' decisions. She stated that we shouldn't place the Senate in the position of criticizing faculty or the Chancellor carelessly.

Professor Tucker (History) asked if Senators could get an electronic copy of the document now. Whatever happens today, the question will come up about what was in the resolution and what we did. We should know what the content is.

Chair Stiller reminded the Senate that there is a motion and second on the floor. He noted that we could also change the motion, send it back, or set it aside until we have more time to consider it.

Professor Christianson (Biology) moved to set this resolution aside until Senators had an opportunity to read it more thoroughly and discuss the matter with colleagues within their academic units. This motion to set aside was seconded.

Professor Dotson-Blake (Vice Chair of the Faculty/Education) stated that there is an issue of time—immediacy—and asked if we could accept some parts of the resolution and revisit the issue again. This shouldn't be the end of the conversation anyway.

Professor Christian (Business) spoke in support of setting it aside. Time is of the essence, but it's too important and the picture is too broad to just pick out statements from the resolution to support. He feels the issue would be better served if we had time to share it with our departments.

Professor Grodner (Economics) also spoke in favor of setting aside. He also suggested that we have the Chancellor review the resolution and get his comments before proceeding.

Professor Vail Smith (Health and Human Performance) noted that the national anthem is a very emotional and personal matter for people in the military, and that we serve an area with many military personnel. She suggested that that they will see this too so we should take their views into consideration in terms of wordsmithing.

Professor Justiniano (Physics) pointed out that there may be problems in postponing a decision until it is irrelevant. How will it look if the faculty fails to say something about the constitutional rights of our students and the fact that we are punishing people who are not the ones who committed the violence? It's a question about the image the ECU faculty wants to present. Are we going to stand on the rights of the

people or are we going to stand on the side of putting people's views out of sight. If we vote it up, or if we postpone, it will be in the Daily Reflector tomorrow anyway. We should deal with it now.

Shari Sias (Allied Health Sciences) asked about why we didn't entertain Professor Dotson-Blake's suggestion to cut it down a line or two. Can we go back to that now that we have the text? There is a time issue. Chair Stiller noted that the motion to set aside can be voted down, which will put the original resolution back on the floor for discussion, amendment, and voting.

Professor Averett (Social Work/ Health and Human Performance) stated that by setting aside, we're still making a decision and saying something. Whether we act or we don't act, we're still acting. Setting it aside is saying something.

Professor Gilliland (Parliamentarian/Medicine) stated that we could be saying that as a University we want to think through thoroughly and consider what we are doing. That's a pretty good place to be working from. There has been hatred as a response for a very long time, and she deals with hatred for a living. Someone attacked someone for an expression that wasn't fully thought through. The band was not planning for anyone to be assaulted, which isn't what they were trying to accomplish. If we don't think this through as far as we can, we are inviting more bad things to happen.

Following discussion, the motion to set the proposed resolution aside until Senators had an opportunity to read it more thoroughly and discuss the matter with colleagues within their academic units was approved as presented.

There being no further business, the meeting adjourned at 4:30 pm.

Respectfully submitted,

Donna Kain
Secretary of the Faculty
Department of English

Lori Lee
Faculty Senate

FACULTY SENATE RESOLUTIONS APPROVED AT THE OCTOBER 4, 2016, MEETING

- #16-49 Recommit the proposed addition to the *ECU Faculty Manual*, Part VIII, Section I. Personnel Policies and Procedures for the Faculty of East Carolina University, Subsection III. entitled Faculty Presence to the Faculty Governance Committee for additional review prior to bringing something back to the Senate later in the year.
Disposition: Faculty Governance Committee
- #16-50 Formal faculty advice on curriculum and academic matters acted on and recorded in the [September 19, 2016](#), Graduate Council minutes, including curriculum action items (GC 15-29) within the Graduate Curriculum Committee meeting minutes from [March 30, 2016](#), and [April 13, 2016](#) including items from the Department of Recreation and Leisure Studies, Department of Educational Leadership, and the Department of Political Sciences. Programmatic actions within the Graduate Curriculum Committee meeting minutes of [March 30, 2016](#) were forwarded to the Educational Policies and Planning Committee (EPPC),

and included a proposal of New Graduate Certificate: Dual Language Immersion Administration (DLI) and New Concentration: DLI Concentration in Educational Specialist in Administration in the Department of Educational Leadership within the College of Education. In addition, policy matters acted on and recorded in the [September 19, 2016](#), Graduate Council minutes, including policy action item (GC 15-30), changes to the Graduate Catalog policy on “Disruptive Academic Behavior”, from “Students removed from a course under this policy will receive a grade of drop” according to university policy” to “Students removed from a course under this policy will receive a grade of “W” according to university policy”.

Disposition: Chancellor

#16-51 Curriculum and academic matters contained in the Writing Across the Curriculum Committee’s meeting minutes of [January 11, 2016](#), removing WI designation from READ 4534; meeting minutes of [March 14, 2016](#), removing WI designation from WOST 3500 and WOST 4200; and meeting minutes of [September 12, 2016](#), removing WI designation from NURS 4420, NURS 4440, NURS 4910 and IENG 2020.

Disposition: Chancellor

#16-52 Curriculum and academic matters contained in the Undergraduate Curriculum Committee’s meeting minutes of [September 22, 2016](#) including curricular actions within the Colleges of Allied Health Sciences, Business, Fine Arts and Communication, Engineering and Technology and Departments of Philosophy and Religious Studies, Chemistry and Interdisciplinary Program in Russian Studies.

Disposition: Chancellor

#16-53 Rescind the moratorium on consideration of courses for foundations credit that was approved by the Faculty Senate and approved by the Chancellor on December 8, 2015 (#15-90 below).

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

#16-54 Revised [Department of Chemistry](#) Unit Code of Operation.

Disposition: Chancellor