

**East Carolina University  
FACULTY SENATE  
FULL MINUTES OF OCTOBER 4, 2011**

The second regular meeting of the 2011-2012 Faculty Senate was held on Tuesday, October 4, 2011, in the Mendenhall Student Center.

**Agenda Item I. Call to Order**

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

**Agenda Item II. Approval of Minutes**

The minutes of [September 6, 2011](#), were approved as presented.

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

A. Roll Call

Senators absent were: Professors Perry (Anthropology), Godwin (Art and Design), Parker (Economics), Novick (Medicine), McLean (Nursing), Edwards (Sociology), and Darkenwald (Theatre and Dance).

Alternates present were: Professors Tucker for Howard (Communication), Akula for Roper (Medicine), McCaslin for Theurer (Music), and Frank for Sanders (Technology and Computer Science).

B. Announcements

We have several committee openings and encourage anyone interested in serving to contact the Faculty Senate office at 328-6537. The Chair of the Faculty will appoint members as soon as possible. Openings include:

- Libraries (2 year and 3 year term as regular member)
- Research/Creative Activity Grants (1 year term as Faculty Senate Representative)
- Teaching Grants (3 year term as regular member)
- Teaching Grants (1 year term as Faculty Senate Representative)
- Writing Across the Curriculum (1 year term as Chair of Faculty Representative)

The Calendar Committee voted on make-up days following the closure of the University. This decision was based on the [established policy for Make-up Days](#) and was announced to the University community via email from Provost Marilyn Sheerer.

It is recommended that the two missed days (29 & 30 August 2011) be made up this Fall by using the Semester Reading Day (Wednesday, December 7, 2011) as a replacement for the Monday (29 August) that was missed; additionally, it is recommended that the last day of the Fall semester break (Tuesday, October 11, 2011) be used to make up the missed Tuesday (30 August).

It is also important to note that there are alternative assignments allowed, as stated:

By meeting at the usual class time on the designated make-up days (avoid giving tests on these days) or by some activity relevant to the class (outside the usual class time, but not necessarily on the designated make-up days, as decided by the instructor following whatever procedures have been adopted by the unit).

The Chancellor has approved the following resolution from the September 6, 2011, Faculty Senate meeting:

#11-68 Revised *ECU Faculty Manual*, Part VII. Research Information, [Section VI](#). Policy and Procedures on Ethics in Research and Creative Activities.

The Board of Trustees has approved the following resolution from the November 2, 2010, Faculty Senate meeting, with an editorial change to add, under I.A. (last paragraph) and under V. (second paragraph) “or (g) budgetary considerations.”

#10-83 Revisions to the *ECU Faculty Manual*, [Appendix C](#). Personnel Policies and Procedures for the Faculty.

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

The Committee on Committees is seeking nominees from the faculty for the election of one delegate and one alternate to the 2012-2013 UNC Faculty Assembly. Nominees should be full-time faculty, holding no administrative duties outside his/her department. The names of those nominated to the Committee on Committees will be submitted to the Faculty Senate in January 2012. Following elections, the new delegates and alternates will begin their terms July 1, 2012. Information will be distributed to all faculty and nomination forms will be due in the Faculty Senate office by November 1, 2011. A list of the current Faculty Assembly delegation is available online at: <http://www.ecu.edu/cs-acad/fsonline/customcf/rosters/facultyassembly.htm>.

Faculty members not located on main campus and who serve on various academic standing committees are reminded of special courtesy parking permits available from the office of Parking and Transportation Services. Special Courtesy Permits allow faculty members attending meetings, etc. to park in "A1/B1" lots on main campus. These permits are issued to unit heads at no charge and are to be used in conjunction with a paid parking permit. Additional information is available from Parking and Transportation Services at 328-1961.

Information on how to import the ECU Academic Calendar into Outlook, Entourage or iCal is available at <http://www.ecu.edu/cs-ecu/academic-import.cfm>. Because the Academic Calendar can change, they will be made available approximately one month before each semester. Information in these downloaded files are as accurate as we can make them at the time of creation. Always be sure to check the official [Academic Calendar page](#) for the latest updates. Any changes that are made after you import the calendar will have to be updated in your calendar manually by you.

Academic Library Services is conducting a needs assessment survey of faculty in the Division of Academic Affairs. The survey will be used in our documentation for the upcoming SACS reaffirmation. Analysis of the results will help us target areas for improvement and plan future services. The 2011 results will be compared to the results of a similar survey conducted in 2008. The survey contains 17 questions and takes approximately 8-10 minutes to complete. Your participation is very important and we appreciate your taking the time to respond. If you have questions or concerns, please contact Jan Lewis, Associate Dean, Joyner Library, at [lewisja@ecu.edu](mailto:lewisja@ecu.edu); 252.328.2267. Survey URL: <http://www.surveymonkey.com/s/CPN3P23>

C. Steve Ballard, Chancellor

Chancellor Ballard began his remarks by discussing the emerging profile of the freshman class; he stated that the freshman retention rate was 81.36%. The Chancellor stated that he was proud of what the faculty, the academic affairs division, deans, counselors, the Pirate Tutoring Center, dozens of others have done to give us the highest retention rates in our history. The retention rates have improved every year. Even though, ECU missed the goal by about a half a percent this year, no negative consequences are expected for not meeting our funding formula. The Chancellor stated that he especially appreciated the faculty efforts in keeping the retention rate being so high. He concluded that sometimes it is just a thoughtful response to a question that helps a student understand how important their education is. The academic profile of our entering freshman class is also the best it has ever been in terms of all the major indicators'; however, we need to do better every year and keep this trend going in such a positive direction.

One indicator of the quality of the students being admitted to ECU was made evident a few nights ago when eight Honor Students invited the Chancellor to dinner; he said it was one of the best two hours he had ever spent. The Honors Students admitted to ECU are really special students. They could have gone to any university without question and are very happy that they are here at East Carolina University because of what is happening in their course work, in engagement activities, and in their service learning.

The Chancellor stated that he also wanted to call the Senators' attention to the installation of President Ross. Mr. Ross is the fifth President of the combined system and has been in office for the last nine months under the "perfect storm" in many ways. The Chancellor stated that, in his opinion, President Ross facing more difficulties in higher education than any of his predecessors and is doing a great job navigating a very tricky course and advocating for academic quality. He is also arguing for increased faculty salaries in a very daunting political and economic environment. The Chancellor concluded that President Ross is doing exactly what we need the president of this system to be doing.

The Chancellor stated that Coach Holland and Nick Floyd were going to provide an athletic update. He stated that in these chaotic times, of conference realignment, these two people have done everything humanly possible to position ECU for the best conference affiliation in the future. The "tectonic plates" are moving in such crazy ways that no one is sure what the best conference alignment for East Carolina University will be. It does appear that the Big East is going in another direction based on the information received since Sunday. The Chancellor stated that that does not surprise him given the criteria that the Big East has had in the past. ECU was better positioned this time and it is not just what has happened in the last few months but what happened to our athletic programs and to our national visibility over the last seven or eight years that made the application to the Big East plausible.

The Chancellor stated that fiscal affairs continue to concern us all. Numerous efforts are in progress that will make sure that we are ready for whatever happens in the future. There is some minor stability occurring right now in the sense that there has not been any bad news in three or four months and year two of the biannual budget is currently stable. In a few days the first quarter report will be made public; ECU administrators will know more about what some of the impacts might be for next year's budget. There is a possible loss of enrollment growth funds and questions about the expansion budget; however, the University system is not expecting any base budget cuts at this time. The Chancellor said that he certainly could not promise that, but that representatives of ECU will be

working on a daily basis with UNC General Administration and our sister Universities to try to make sure that further base budget cuts are prevented.

ECU is considering additional tuition increases next year. The exact size is to be determined over the next few months. It looks like the University will have more flexibility for tuition increases in the coming year than we've had in the past, so proposals are being drafted for both tuition and fee increases; these proposals must be approved by the ECU Board of Trustees and the Board of Governors. The Chancellor stated that if we are to maintain quality, which is my number one goal, we have to ask the students to pay more for their education. He stated that he certainly does not believe our students are in a position to pay a lot more, but rather than sacrifice the quality in the classroom the Chancellor stated that he thought we have to position ourselves for a bigger tuition increase than have occurred in the last few years. He stated that he welcomed feedback from anyone in the University about how we think about tradeoffs between our access mission, the quality of education in our classrooms, the quality of our academic experience, and the probability that the state is not going to put much new money into higher education in the short term.

Numerous other efforts are being made to review business practices within the University; the Program Prioritization Committee (PPC) continues to do work and is expected to report its findings in mid January. All of those activities, the review of business practices, consolidating units, sharing services, every one of those options will continue to be evaluated. The Chancellor stated his view was that much had been done in adopting efficiency measures on the revenue/cost sharing side and we do not have many options left; but certainly he will be interested in any ideas that can help protect faculty and classroom instruction.

Professor Zoller (Art and Design) stated the following information before asking the Chancellor a question: "I feel compelled to ask you a question that I asked of you a number of years ago on this very Senate floor. It has been a tough time with budget concerns and fears concerning the outcomes of the PPC. My Director has kept the School of Art and Design well informed of the progress but it feels as if it has been painful at best and at times unfair at its worst. I come away from these faculty meetings with the impression that we are playing a productivity numbers game which because of the way in which we are structured and how we must teach our students in order to give them the best education possible, the schools of my college have not, cannot and will not be able to play. I am concerned that the School of Art and Design and others such as the School of Music will become just an area within a larger College consisting of although equally important, but unrelated programs.

I am asking you today to reaffirm your support to the Diversity of programs within this University. Will you also give your support to such programs as those in the College of Fine Arts and Communication and allow them to maintain their reputations on a local, national and international basis. This will lead to attracting the brightest students, and retain our excellent and hard working faculty. Will you remain committed to the goals of our Strategic Plan and University Mission Statement and keep this University dedicated to the arts on this campus. I thank you for your time and consideration."

Chancellor Ballard responded that the quality of academic performance is what ECU is all about. It is not just numbers. They are just the beginning set of questions. PPC is currently examining the contextual material furnished by the Deans reports on centrality to the ECU mission and quality in an effort to further understand the productivity numbers that were gathered over the summer. The Chancellor referred to the Delaware Study and how important it was to understand the mission and

the strategic direction of a department and to preserve what it is being done well. He summarized by saying it all gets down to the quality of academic experience, what it means to our students and the reputation of our academic programs. What is at the center of those questions is the strategic plan and our mission at ECU. Visual and performing arts are central to the one of the five strategic directions of the University. He said it would be crazy not to understand the importance of art in the university and that one student can be the “face” of an entire program or the university.

Professor Chen (Interior Design and Merchandising) concurred with Professor Zoller and stated that her unit faculty had the same concerns with the productivity numbers. With all of the information circulated in the report nothing was ever said about what the faculty were doing well with their students. The report only focused about what the reviewers regarded as “poor scholarly activity”.

Chancellor Ballard replied that the University is in a situation where there are only “trade-offs”. Protecting one effort will require taking away from another effort. The University will have to be sized differently given the trend of state budget cuts. He said we are at a “tipping point” of balancing budget reduction while protecting faculty jobs and the academic experience.

Professor Richardson (Music) thanked the Chancellor for his comments and also concurred with Professor Zoller’s comments. The Music School has faced a number of cuts and it is an expensive school to run and the school faculty appreciated his attention to the School.

Chair Walker thanked Chancellor Ballard for his remarks and continued support of the faculty.

D. Marilyn Sheerer, Provost and Vice Chancellor for Academic Affairs

Provost Sheerer stated that she wanted to add a few comments about the PPC in response to the questions that had just been asked. Some of these same questions come up at the faculty forums that were being conducted across the campus right now. Yesterday at the faculty forum in Arts and Sciences the question was raised about how do you compare the Medical School with Art and Design. The PPC committee members are well aware of the challenge. The Provost said she thought the first thing to acknowledge is that everybody is skittish about everything because funding for all the units have been cut in the past. Many units have been shown not to be high performing in some areas based on the productivity material that was collected, but that she said that we need to be clear about is that there are three main criteria that are being examined: performance, centrality, and quality, There are numerous variables under all three of those categories and many faculty involved in that committee, and there is also discussion about some of the same issues raised by Professors Zoller and Chen raised in this meeting in the PPC committee. The most important thing to remember is that this committee is reading everything available to us; members are not just reading the templates with the data from IPAR, They are reading the departmental narratives, as well as the college self-study. Everyone the committee is scoring many of the programs; then five different people are scoring the same program and all that comes together then to give us some overall conclusion. But even after all that, what Ron Mitchelson has proposed is that we have a lot of discussion about all three criteria. It is a daunting task, but the committee members are very serious and take the whole task very seriously. The process is very thorough.

VC Sheerer stated that she would like to make comments on the changes in the Office of the Provost. Dr. Virginia Hardy has been appointed as the Vice Chancellor of Student Affairs. In essence now the Provost Office has two divisions – a Division of Academic Affairs and a Division of Student Affairs. Secondly, we have reinstated the Office of Undergraduate Studies, and Associate Provost Austin

Bunch is the one who is handling that area. The reason for doing so is that one of the recommendations of the Enrollment Management Task Force was that that ECU re-establish a University College. ECU used to have a Dean of Undergraduate Studies, and we had advising and the undeclared majors in that Undergraduate College. We have found that without a central spot labeled as the Office of Undergraduate Studies, there sometimes seem to be loose pieces. One of those "loose pieces" right now, for example is the orientation course COAD 1000. We would like for that course to become University 1000. No specific college would "own" that course. We are also going to shepherd University Studies through the curriculum process. This program is a non-discipline specific degree proposal we've put together. The Provost Office will not be making any decisions about it the curriculum, the faculty will be making those decisions, but that degree represents an effort toward improving the retention goal and graduation rates. Degrees in University Studies would fall under the Office of Undergraduate Studies. There have been some other inquiries having to do with interdisciplinary undergraduate initiatives.

Lifelong learning is a program in continuing studies; a very common term used across the country, often associated with elder hostels, older citizens of the community, people who really want to come back to take one or two courses. These are non-credit bearing courses and they cover a gamut of topics. There is an advisory committee and that advisory committee is made up of some of our own faculty, some people in the community who work with senior citizens, people who have been interested for a very long time in why we were not providing more non-credit courses to the community. So we have instituted that program. An issue has come up having to do with something that was advertised in the newspaper about a course on the paranormal, kind of a parapsychology course. It includes these topics: history of psychic research, mediums, ghosts and poltergeists, near death experiences, reincarnation, crop circles and so on. The issue is that parapsychology is unscientific and thus the question is do we really want ECU to offer this course. The gentleman who is teaching that continuing education course is Dr. Morris, and he has taught through the continuing education program at Chapel Hill and Duke. We have reviewed his resume. The one thing that was inappropriate was that as soon as added his course to the continuing education program Dr. Morris announced, on his website, that he now teaches for ECU. So the Provost's Office contacted him and ask that he identify himself as teaching a continuing education course and clearly state that he is not as a regular member of our faculty. We can debate perhaps whether this is an appropriate topic for ECU to sponsor, but I can assure you there is tremendous interest in that particular topic.

Another topic that has continued to be discussed has to do with faculty workload analysis. People are tired of my saying those words but this is what is happening right now: the first topic on the October meeting agenda, of the UNC Board of Governors Education Planning Committee, is faculty workload, and Vice President Ortega is very concerned that we present a better picture to this committee of what faculty do. When administrators are just using at the Delaware study results they are only looking at teaching loads. So, what the Provost indicated that the committee at UNC GA is to develop includes other variables that look at the research and your community engagement. All of these are facets of a faculty member's job. This committee is going to put together some data from all the campuses. Our faculty workload policy addresses some of that because we do not just analyze teaching but the total workload of our faculty. The new Board of Governors members are sometimes pretty simplistic in their thinking about what faculty do and so "are you giving them enough teaching" is often their question. We want them to understand the complexity of faculty workloads. The Provost stated that she would keep the Senators informed about the work of this committee in future meetings.

The Provost described the Blackboard program called Starfish and introduced Jane Geissler who is handling that program. Starfish is an early alert tool that supports student academic success by informing a number of academic units through early alert flags where there are problems with academic performance. Professors can use the program to reinforce students' good performance as well. As of October 4th, there have been 8,492 flags raised as part of that system: 45% of the alerts relate to with academic difficulty, 43% are positive reinforcements, and 12% were attendance related. These are alerts initiated by the faculty to the students that are going out electronically. Sometimes students report that they really do not know how well they are performing. If you alert them, then all of a sudden their behavior improves. That is what we are hoping to have happen, and the Provost stated that she thinks that Starfish is really going to help ECU with retention.

The Provost also announced that when she went to the Arts and Sciences forum yesterday, the first question asked was about the announcement sent out about suspending searches for certain faculty. That announcement stated: "Given the current academic program review process being conducted by the Program Prioritization Committee (PPC), the Academic Council has suspended searches for faculty tenure track positions and department chair positions until the PPC finishes its analysis of all programs and makes recommendations to the Chancellor. However, open positions can be filled as fixed-term. As with any decision like this, exceptions will be considered but they will require full rationale". A number of positions have been approved, some of them are tenure track positions, and a variety of fixed term positions have been approved based on departmental needs. A committee still is still reviewing all position requests and a decision has been made to also review searches for Chairs. The decision is whether vacant Chair positions will be filled on an interim basis. The dilemma that we find ourselves in from the PPC standpoint. is that if we hire five permanent Chairs in January, in departments that perhaps are being considered in terms of downsizing or perhaps even being combined in some fashion flexibility, potential savings are lost These searches may occur at some point, but what is being said right now is that until we get through this PPC process, searches for Chairs and some other positions will be suspended. In many cases units have interim Department Chairs that are doing a good job right now and so the PPC will finish its work and then it will be clear how to move forward again with some of the searches that are suspended .

Professor Sprague (Physics) stated that there was a concern that some departments who ranked high in terms of their productivity numbers would be favored over others that did not rank as high in the current analysis. He added that productivity should not be the primary factor in deciding what we need to support and what we need to reduce.

Provost Sheerer replied that the PPC had been asked to look at performance, centrality, and quality according to the review of all academic programs. Under Ron Mitchelson's leadership, the PPC committee were using data collected from both colleges and department chairs and working hard to maintain the most accurate information from the units. Decisions will not be made until the end of this semester and will be based on all three factors, and not just the productivity rankings.

Professor Ross (Allied Health Sciences) asked what value was added to asking faculty to use Starfish?

Provost Sheerer asked Jayne Geissler (Academic Advising) to address the question.

Dr. Geissler stated that it is true that the faculty are being asked to evaluate athletes separately and that Starfish is not integrated into these reports at this time. So in fact a faculty member might be asked to evaluate the same student twice. The hope is that all the reporting systems be linked to

Starfish so a faculty member is only asked to make a single report. Until that time the faculty member might find that the reward for using the system would be better classroom performance from students when a flag is raised about absences or poor test results.

Chair Walker thanked the Provost for her remarks and leadership.

E. Marianna Walker, Chair of the Faculty

Below are Professor Walker's remarks in its entirety.

"Consistency of structure"

I was asked to provide remarks today about the new governance model for the graduate academic matters. Last month at the September Faculty Senate meeting, Vice Chancellor Horns outlined the new model for this governance structure and a few weeks ago, an announcement on an Interim PRR ([REG 10.25.01](#)) was distributed to campus describing this new governance structure. This interim PRR was necessary since it supersedes Appendix F, which is in the process of being reviewed as part of the review and revision of the Faculty Manual. During this process, for the last two years, all policies, procedures, and language throughout the Faculty Manual have been (and will continue) to be reviewed and updated. In addition to this endeavor, as charged by the Chancellor, issues surrounding SACS accreditation and updates to UNC Policy have resulted in changes to language in the Faculty Manual. Changes to Standing University Academic and Appellate Committees charges (including membership) have also taken place. During the last few years, the Faculty Senate structure, in the traditional model of shared governance, has provided a mechanism by which recommended changes and updates to the Faculty Manual have taken place, of course following the final approval by the Chancellor. The dedication of the committees, including faculty, administrators, and their representatives, the faculty senators, have been truly remarkable! Policies affecting academic integrity, and training for faculty teaching online courses were developed jointly between graduate and undergraduate faculty. To demonstrate the needed representation of the division of graduate and research on the university wide committees, in late spring several committee memberships were revised to allow for an ex-officio seat with vote for the Vice Chancellor for Research and Graduate Studies on many of the university committees. , This Fall we began with the additional voice which has enhanced discourse and provided new perspectives. These are examples of how our legislative body (committees and Faculty Senate) act responsibly and make changes to meet contemporary needs, all in the spirit of shared governance.

The new model for graduate academic matters now being implemented for an interim period, allows time for the structure and process to be evaluated, and clearly detailed in revisions to the current Appendix F. Once completed, the Faculty Senate will have an opportunity to comment and the Chancellor approve prior to remaining in the Faculty Manual. A Graduate Council is being formed, replacing the Graduate School Administrative Board, referred to as "GSAB", as the policy making body of the Graduate School. This body will be made up of graduate program coordinators, elected by their respected unit, according to an allocation model developed by Dean Gemperline. In addition to these Graduate Council members, four at-large graduate faculty (with full graduate status) will be elected by the Faculty Senate, with is actually on the agenda today! We have had many faculty nominate themselves or others to serve on this newly formed Graduate Council, which is a testament to the opportunities to serve on this new body. Additional membership will include the Provost, Vice Chancellors for Health Sciences and the Division of Research and Graduate Studies, Chair of the Faculty (or representatives), and a Faculty Senate representative. The Chair of the Graduate Council

will be elected from the body and will also serve on the newly formed Graduate Council Executive Committee.

And with a quote from the [new interim PRR](#) –

“The Graduate Council body will be responsible for consideration, debate, and voting on all graduate academic policies, and upon recommendation of the Graduate Curriculum Committee (GCC), graduate curriculum and degree programs.

New graduate degree programs, new certificates, new concentrations, degree title changes, and moving or discontinuing programs are also submitted to the Educational Policies & Planning Committee (EPPC) for review according to the Program Development Approval Process (Faculty Manual Part V.III.C). Recommendations from EPPC are submitted to the Faculty Senate, and ultimately to the Chancellor, following the established process.

The results of Graduate Council decisions will be made in the form of recommendations to the Dean of the Graduate School, who may concur or not, to the Academic Council and Chancellor for final approval. These results will also be communicated to the Faculty Senate for information and comment. The Chair of the Graduate Council will report at each Faculty Senate meeting on graduate matters and seek Faculty Senate input”.

The functioning and charges to the EPPC will continue, by providing recommendations on both undergraduate and graduate academic programs, with final approval from the Chancellor.

So, what does this mean for the general faculty and the Faculty Senate? The legislative body of the faculty, the Faculty Senate, will now have a formal relationship with the Graduate Council and Graduate School, beginning November 1. The Faculty Senate will be asked to comment and/or endorse graduate academic matters brought before the body. This open line of discourse among the faculty legislative body will enhance communication for faculty who are engaged in graduate education. By having a report from the Graduate Council each month, the Faculty Senate will engage in active conversation with matters that affect faculty responsibilities in graduate teaching and research, and other issues of graduate faculty. The Graduate Council will be an affiliate of the Faculty Senate and this relationship will provide ongoing feedback between the Faculty Senate and council. The Faculty Senate will now be involved in providing formal advice on graduate academic matters to Chancellor Ballard and the Chancellor will now be involved in Graduate Council’s recommendations, via the Graduate Dean and Academic Council, in addition to the normal Faculty Senate communication.

It is important to consider the many faculty subgroups in decisions and recommendations from the Faculty Senate. This new relationship with the Graduate Council will allow the Faculty Senators and Alternates to discuss and comment on all academic matters, including undergraduate and graduate curriculum and policies. Communication will improve with this structure, and the voice of graduate faculty will be recognized in decisions affecting the entire faculty and the university. The Faculty Senate represents a variety of groups, as the legislative body, and should consider all perspectives in its actions. Such groups include tenured, tenure-track, fixed-term faculty, faculty from health sciences and academic affairs, 9 and 12-month faculty, funded researchers, and faculty teaching online courses. The majority of the senate membership possesses graduate faculty status. Of course, with any change, timing and logistics have to be worked out. Appendix F, which has been initially drafted by a working group chaired by Dean Gemperline, will then be reviewed and revised (as necessary) by

the new Graduate Council, and to the Graduate Faculty for vote, to the Graduate Dean and Academic Council. In addition the revised Appendix F will be brought to the Faculty Senate for formal advice. The Chancellor will have the final approval. How can this new model not work? It has all the elements of years of successful shared governance at East Carolina University due to the structure of the Faculty Senate. We are fortunate that our model is one of true transparency and a collaborate nature. Today, let's celebrate our long standing legislative faculty governance structure, embrace our divergent interests, responsibilities, and roles, appoint faculty to the new council and welcome our new affiliate, the Graduate Council!

There were no questions posed to Chair Walker at this time.

F. Terry Holland, Director of Athletics

Coach Holland stated he had been spending a lot of time trying to determine who will be in the various conference bowls. There are six conferences whose champions have automatic qualifications to go to a BCS bowl, and there is a lot of money involved. Not only the money from the bowl, which is about \$18 million to be distributed throughout the conference, but it also puts you in a position if you are in one of those conferences to reap some windfalls from television revenues as well. The Big East is fighting hard to keep its automatic qualification. He stated that TCU had decided to join the Big East because they had no place to go than the Big East after winning the Rose Bowl. The next teams being considered for joining the Big East are the service academies. The academies can give the Big East some political clout since it would be difficult to take the automatic qualification away from one of the service academies. There has been a lot of movement in the conferences over the last few years. Conference USA is considering merging with the Mountain West Conference in some way to help limit the travel times for teams and to build up the eastern division of the conference. Every year the ECU athletic department talks about conference affiliation they consider travel time and time away from the classroom for our student athletes. Conference USA is trying to expand by enlisting enough members so that there is a western conference and eastern conference, and they consider reducing travel times to places like El Paso for teams like ECU..

Coach Holland continued by saying that ECU will do everything that we can to recognize our student athletes to as well in the classroom as on the playing field. For example, there is also a GPA championship in each sport and the coaches are offered the same bonus for winning the conference GPA champion than for winning the conference championship game. We also have events where we recognize our student athletes and faculty members are invited to these events. One of these is the 3.5 dinner that is a chance to meet over 80 athletes who are achieving academically at a high level this year. We also have the Breakfast of Champions event where we recognize the grade point champion on each team.

Finally, Coach Holland reminded the Senators that ECU is involved in a large building program and the Olympic sports complex will be completed in the spring. He stated that the fields and support buildings were a terrific entrance to the campus.

Coach Holland introduced Dr. Dosser and stated that he is proud of the way he conducts himself; Dr. Dosser chairs the Chancellor's Academic Success Committee in such a way as to stimulate how student athletes can be more active in the classroom. Coach Holland indicated that he goes out of his way to not be "beholding" to the Athletic Department. As an example Professor Dosser is careful about travel expenses as well as helping our coaches be even more involved to encourage student athletes to be more successful in the classroom within the conference rules.

There were no questions posed to Coach Holland at this time.

G. David Dosser, Faculty Athletics Representative (FAR)

Professor Dosser stated that he represents all faculty (in athletics) and reports to the Provost and Chancellor and. That he had been a faculty member at ECU since 1988 and the Faculty Athletics Representative since July of 2003. He teaches half-time in the family therapy program and serve as the FAR half-time. The FAR provides an oversight and advisor role within the Department of Athletics, but does not work for the Department of Athletics. All the FAR salary is paid by Academic Affairs with half of it going back to the CDFR department in release time. In addition, travel expenses are paid by the Chancellor's office. The FAR provides a bridge between the academic side of campus and the athletic side with a focus on three main areas: academic integrity, rules compliance, and welfare of student-athletes.

Professor Dosser stated that he wanted to inform the Senators about rules compliance and academic integrity. He stated that if you have been reading the papers, even if you do not read the sports section, it might seem that everyone in intercollegiate athletics is cheating. It seems it is not just athletes; it is coaches, other athletic department officials, and even Athletic Directors who have cheated in one way or another. The most recent scandal is at the University of Miami. Professor Dosser stated that he was in Dallas last week meeting with the Division IA FARs. NCAA President Emmert stated that conference realignment was "too much about money and not enough about academics and the welfare of student-athletes" Professor Dosser stated that he has learned that in Division I , athletic budgets range from \$1million to over \$150 million. The athletic budget at ECU is approximately \$30 million. College athletics is a business, but he stated that he believed that universities should prioritize education above making money on sports. However, he stated that the majority of our alumni are more interested in ECU football wins than academics success. He stated he also believed the faculty should be more concerned about the academic success of athletes.

Last year Professor Dosser recalled that he described what was going on with an academic fraud issue at ECU that was before the NCAA. Now because of that, ECU is on one-year of probation with the NCAA for all 19 of our sports. This means if we get into trouble again during this probation period it could be very serious. *The Daily Reflector* on Monday, May 23, 2011 stated, "East Carolina offers model for handling NCAA violations" as their title for the editorial about our problems. The NCAA was also impressed with our response to the problem that he reported to the Senate last year; that is why their was only one year of probation. Professor Dosser stated that he talks to student-athletes at the beginning of every year about what academic fraud means, what could constitute an academic integrity violation, and what the consequences of such actions are likely to be. In fact, the student athletes hear this several different times from several different people. Now, we have a monthly compliance meeting to discuss compliance issues with Dr. Ballard and Dr. Sheerer. In attendance at those meetings along with me are John Fletcher, Tim Wiseman, and Jamie Johnson, our new Associate Athletic Director for Compliance. Jamie also holds monthly compliance meetings with all our coaches and has also instituted a compliance newsletter.

Dr. Ballard started an Academic Success Committee with attention given to anything related to the academic success of our student-athletes including graduation rates, APR scores, grades, majors, class attendance, where they live, initial and continuing eligibility waivers, and special admits. This committee is made up of four faculty members (Stacey Altman, and Professors Christian, Felts, and

Dosser), four athletic administrators, and four academic administrators. Right now this committee is meeting every two weeks.

Professor Dosser concluded by saying that that faculty members need to be more involved with athletics and efforts to more fully integrate athletics into the educational mission of ECU. This is because student-athletes are admitted to the university as students not as athletes. When student-athletes choose their majors they are admitted to academic units or departments as students and not as athletes. So faculty members are responsible for them sooner or later. The vast majority of student-athletes is doing well as students and will graduate without any possibility of playing professionally in their sports. Therefore, faculty members need to prepare them for the rest of their lives as best they can. Professor Dosser also stated that he wants the faculty senators to be certain that student-athletes are treated the same as other students – no better and no worse. Sometimes faculty members get caught up in trying to help the athlete too much. That is never good. That is the complaint at UNC now. Sometimes faculty members treat student-athletes unfairly, because they are athletes. That also is not good. Please be sure faculty members in your units are following the university excused absence policy. It is also important that you make your expectations regarding academic integrity very clear to all your students. Please let someone know if you have reason to suspect that a student-athlete may have cheated. Please let someone know if you have reason to suspect that a tutor may have helped a student-athlete too much. If you have questions or concerns, please call me. After talking to FARs from around the country, Professor Dosser stated that he still believes the following:

1. Honesty, integrity, and sportsmanship still matter in college athletics.
2. You don't have to cheat to win.
3. Athletics and academics are not incompatible.
4. Coaches can recruit students who will graduate. We have to quit admitting athletes who do not want to be students. That leads to academic enforcement rather than academic enrichment.
5. Coaches are teachers, just as we all are. They are interested in preparing their students for the rest of their lives, just like we as professors are.
6. Participation in athletics should enrich, expand, and elaborate the student's educational and overall collegiate experience.
7. Involvement in athletics should teach important values and skills that apply to all areas of life.

These values and skills include: teamwork, communication, sacrifice, hard work, managing success, coping with adversity, perseverance, confidence, courage, determination, humility, and time management. This is why employers like to hire student-athletes. And finally, the vast majority of our student-athletes are doing all the right things athletically and academically. We struggle with very few. For example ECU is now on NCAA probation now because of acts of five student-athletes.

Professor Sprague (Physics) stated that the academic difficulty report on athletes works well and he sees the students correct the problems. Since several other academic reports are on Starfish and in order to prevent faculty having to monitor these types of reports on two different systems, could this academic difficulty report also be added to Starfish. Professor Dosser asked Dr. Jayne Geissler (Academic Advising) to address this question. Dr. Geissler stated that this was the intent.

Professor Wilson (Sociology) asked Professor Dosser if he could assure the faculty that he has everything he needs at his disposal to assure the Faculty Senate that ECU has integrity within our

athletics department. Professor Dosser replied “yes” ; with his monthly meetings with the compliance staff, Chancellor ,Provost, and Academic Success Committee he feels confident that ECU has integrity. He stated that if he is alerted to a problem, he will hunt it down and root the problem out.

Chair Walker thanked both Coach Holland and Professor Dosser for their untiring support and advocacy for academic excellence with our student athletes.

H. Anthony Britt, Director of Admissions

Mr. Britt began his remarks by stating that the first time full time freshmen that just entered ECU were born in 1193 and provided the following report on the Freshman Class Profile for Fall 2011.

Total Freshman	Applications	19,934	+ 2.2%	compared to Fall 2010
	Admits	10,316	- 8.1%	
	Enrolls	3,874	- 7.6%	

**3,874** Freshman Students were enrolled on the official Census Day, **8 September 2011**

Freshman SATs	Applicants	1,011	- 3	compared to Fall 2010
	Admits	1,089	+ 20	
	Enrolls	1,059	+ 21	

84.5 % North Carolinians    15.5 % Out-of-State

58% Female                      42% Male

14 Freshman Students were home-schooled	0.3%
13 were international students from outside of the US	0.3%
903 were dually enrolled while completing high school	23.3%
656 earned AP credit while completing high school	16.9%
98 were identified as athletes	2.5%

Voluntary, self-reported racial background per Federal classifications

White, not of Hispanic origin	74%
Black, not of Hispanic origin	16%
Two or more races	3%
Race/Ethnicity Unknown	<1%
Asian Pacific Islander	3%
Hispanic	4%
Alaskan Native/American Indian	2%
Nonresident Alien	<1%

Top Five Counties Providing Freshman Enrollment

Wake	717	18.5%
Mecklenburg	231	5.9%
Pitt	213	5.4%
Cumberland	139	3.5%

Guilford                      117                      3.0%

Top Five High Schools Providing Freshman Enrollment

D.H. Conley	67	Pitt County
Leesville Road	52	Wake County
Millbrook	45	Wake County
Wakefield	43	Wake County
Panther Creek	42	Wake County
South Central	42	Pitt County

Professor Brown (Psychology) asked what was the enrollment number?

Mr. Britt responded that this number was 3,884 based on Census Day information and stated that the actual number that we get credit for with funding will be finalized later this month.

Chair Walker thanked Mr. Britt for his report and for the opportunity to reminisce.

I. Mark Sprague, Faculty Assembly Delegate

Professor Sprague provided a [report](#) on the September 16, 2011, Faculty Assembly Meeting.

Professor Sprague reviewed the highlights of the meeting and presented a list of questions posed by President Ross to the Faculty Assembly and the UNC system (included in the written report).

There were no questions posed to Professor Sprague at this time.

J. Josh Martinkovic, Student Body President

SGA President Martinkovic began his remarks with a statement about having worked with the Faculty Senate as SGA Chief of Staff and then as Vice President in past years. He stated that he looked forward to working together with the Faculty Senate collaboratively this year. He stated that the SGA has completely revamped the mission and image to give everyone a better idea of who the SGA are and what it stands for. He also stated that the goals of the student government are service, governance, and advocacy. SGA would be restructured on this platform, he said, to clarify its mission and to put it in a position of continued growth. He identified three goals that the SGA would like to collaborate with the faculty senate on.

Mr. Martinkovic reported that Justin Davis has restructured the SGA finances. There is a surplus of \$17,000 left over from last year which the SGA officers were trying to put to good use. They aim to create a collaboration fund for student organizations and colleges themselves to aid in funding programs that have been eliminated. The SGA is talking with other organizations on campus to have the fund, containing \$25,000 established by month.

Another issue the SGA feels is important is the issue of faculty retention. He said that he knew that cost of tuition and fees will go up; however, the trade off should be for having the faculty to have the resources to teach the students. He feels that faculty should be compensated fairly so that they are not lost to other institutions.

Lastly, Mr. Martinkovic stated that SGA would like to review the grade appeal process, to review its standing with all constituencies to see what students, faculty, and administration think about the

process. Also, he stated that the grade review process should be better promoted, to educate the student body so that the process runs smoothly.

Mr. Martinkovic mentioned the revamped undergraduate student senate, who meet to discuss student issues as well as bringing in departments and members of the community who talk about new programs or initiatives and get feedback.

Mr. Martinkovic summarized by saying that SGA strives to be proactive and efficient and that the officers are not “in it for themselves,” they are there to serve the student body to the best of their ability. He emphasized that the students understand what is going on and want to help put a face to the budget cuts. The SGA wants to work with the faculty senate to determine the best ways to get results in the face of budget cuts. He closed by thanking the faculty senate for their service and offering the aid of the SGA.

Professor Taggart (Music) encouraged students to vote in the upcoming elections and stated it was a really good way to put a face in front of the issue. President Martinkovic agreed and stated that he is already working on this important matter. SGA is first looking at the local elections and encourages faculty to let him know of areas he should address in his remarks to the students.

Professor Sprague (Physics) stated beyond just voting, student should also be encouraged to write legislators, post comments online and let the legislators know that university funding is important to them. President Martinkovic agreed and stated that he would work to put together a video of student’s reacting to the budget cuts to forward to the legislature.

Chair Walker thanked President Martinkovic for coming to talk with the Faculty Senate.

#### K. Question Period

Chair Walker asked if there were any questions from the Senators for any of the speakers who had addressed the senate meeting

Professor Reisch (Business) asked in reference to teaching grants funding cut, would there be money put aside as a priority for the next funding cycle? Provost Sheerer stated that she could not commit to any funding for teaching grants at this time. The money that had been available from lapsed salary money must be used for summer school.

Professor Chen (Interior Design and Merchandising) asked the Provost about the [Faculty Workload](#) policy. She stated that recently faculty within her unit had been told by the Dean that faculty evaluations on teaching, research, and service had no bearings on the faculty member’s workload. The workload in the College of Human Ecology was to 45% teaching, 45% research and 10% service. Professor Chen asked why the faculty workload was not the same throughout the University.

Provost Sheerer replied this question is more complex than might be expected. Coded units vary in terms of how research active they are and that is why the coded units determine the workload. The Provost concluded that the department Chair should meet with faculty each year to determine the individual faculty workload. The Faculty Manual still shows that teaching, research, and service are all in the workload requirements but the proportions may vary. She suggested that a more productive conversation may be needed with your Chair and Dean. She stated that it was hard for her to

understand without knowing all of the information. The Provost stated that she would be happy to meet with the right administrators and clarify this.

Preston (Education) asked if UNC General Administration might restrict ECU enrollment. Mr. Britt replied that he did not expect any growth in the enrollment for next year. He anticipated more emphasis on higher GPAs and a Freshman class target of around 4,000 and transfer of some 1345-1400 next year next year. This would off set the loss in first time full time freshmen with more transfer students particularly from the community colleges. Mr. Britt summarized by saying that the decision about class size is related most closely to retention and graduation rates

**Agenda Item IV. Unfinished Business**

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

**Agenda Item V. Report of Committees**

A. University Curriculum Committee

Professor Donna Kain (English), Chair of the Committee, presented the curriculum matters contained in the [September 8, 2011](#), University Curriculum Committee meeting minutes. There was no discussion and the curriculum matters were approved as presented. **RESOLUTION #11-70**

B. Faculty Grievance Committee

Professor Tim Romack (Chemistry), Chair of the Committee, provided an overview of 2010-2011 Committee Activities. There was no discussion and the overview was accepted as presented.

C. Committee on Committees

Chair Walker reminded the body that the new interim regulation on Governance of Graduate Academic Matters (REG 10.25.01 <http://www.ecu.edu/PRR/10/25/01> outlines a new model for governance of graduate academic matters at ECU, through a Graduate Council, which is an affiliate of the Faculty Senate. The Committee on Committees has been charged with soliciting names of faculty with full graduate faculty status (who are not graduate program coordinators) and willing to serve on the newly formed Graduate Council. The Faculty Senate is asked today to elect, from the Committee's nominations, 4 graduate faculty members-at-large (from different Schools/Colleges) to serve on the Graduate Council. For continuity, all new members will be elected to three-year staggered terms.

Professor Catherine Rigsby (Geological Sciences), Chair of the Committee, provided a list of nominations for the newly formed Graduate Council.

<i>Name</i>	<i>Academic Coded Unit</i>	<i>College or School</i>
Roger Rulifson	Biology	Arts and Sciences
Enrique Reyes	Biology	Arts and Sciences
Joseph Luczkovich	Biology	Arts and Sciences
John Stiller	Biology	Arts and Sciences
Slobodanka Dimova	English	Arts and Sciences
Michael Schinasi	Foreign Languages and Literatures	Arts and Sciences
Dale Knickerbocker	Foreign Languages and Literatures	Arts and Sciences
Juan Jose Daneri	Foreign Languages and Literatures	Arts and Sciences
Reide Corbett	Geological Sciences	Arts and Sciences

Siddhartha Mitra	Geological Sciences	Arts and Sciences
Carmine Scavo	Political Science	Arts and Sciences
John Reisch	Business	Business
Cheryl McFadden	Education	Education
Sid Rachlin	Education	Education
Sandra Warren	Education	Education
John Harer	Education	Education
Amy Carr-Richardson	Music	Fine Arts and Communication
Britton Theurer	Music	Fine Arts and Communication
Ron Graziani	Art and Design	Fine Arts and Communication
Mustafa Selim	Health and Human Performance	Health and Human Performance
Carmen Russoniello	Health and Human Performance	Health and Human Performance
Charles Coddington	Technology and Computer Science	Technology and Computer Science

While Professors John Cope (Psychology) and Mark Sprague (Physics) served as tellers and counted ballots, the Senate continued to hear other committee reports.

Professor Rigsby presented the second readings of proposed changes to several Standing University Academic Committee Charges, including Academic Awards Committee, Unit Code Screening Committee, University Budget Committee, and University Curriculum Committee. There was no discussion and the proposed revisions to the Standing University Academic Committee Charges, including Academic Awards Committee, Unit Code Screening Committee, University Budget Committee, and University Curriculum Committee were approved as presented. **RESOLUTION #11-71**

D. Admissions and Retention Policies Committee

Professor Joseph Thomas (Academic Library Services), Chair of the Committee, presented proposed revisions to *University Undergraduate Catalog*, Section IV. Academic Advisement, Progression and Support.

Proposed revisions are noted in **bold** print and/or ~~strikethrough~~.

“A degree from East Carolina University comprises a minimum of 120 semester hours. A minimum of ~~30-semester~~ **25 percent of the credit** hours required for the degree and at least **50 percent** ~~one-half~~ of the total hours required in the major discipline must be completed through enrollment in East Carolina University.”

There was no discussion and the proposed revisions to *University Undergraduate Catalog*, Section IV. Academic Advisement, Progression and Support were approved as presented. **RESOLUTION #11-72**

E. Teaching Grants Committee

Professor Donna Roberson (Nursing), Chair of the Committee, stated that the committee recognizes, through the funding of these grants, the importance of teaching. She then presented a resolution on Funding 2012-2013 Teaching Grants, as follows:

**WHEREAS**, the mission of East Carolina University includes providing quality, innovative teaching for our students; and

**WHEREAS**, the University Academic Teaching Grants Committee has worked since 1983 to support faculty in their teaching endeavors; and

**WHEREAS**, the Committee is charged with recommending policies and procedures governing the grant application process, criteria for the awarding of grants, guidelines for the use of teaching grant funds, and procedures for annual reporting by grant recipients; and

**WHEREAS**, the Committee is empowered to make recommendations regarding the funding of teaching grant proposals; and

**WHEREAS**, the Committee recommends teaching grant proposals to be funded based on the merit of the proposals and submits their annual recommendations to the Provost and Vice Chancellor for Academic Affairs; and

**WHEREAS**, the Provost has informed the Committee that, due to the budgetary restrictions, there is no money to fund 2012-13 Teaching Grants *at this time*. It is possible that there may be funding available later in the year, but that is not guaranteed nor is it clear as to when the Committee would know if money is available; and

**WHEREAS**, the Committee wishes to still encourage interested full time tenured, tenure-track, and fixed term faculty members to apply for a Teaching Grant in the event money becomes available.

**THEREFORE BE IT RESOLVED THAT**, the Teaching Grants Committee seeks a formal confirmation from the Provost and Vice Chancellor Marilyn Sheerer indicating a commitment to provide funding, as available, to grant proposals that meet the Committee's established procedures for approval and prioritization.

**BE IT FURTHER RESOLVED THAT**, if no funding is available this academic year, the Committee requests assurance by the Provost and Vice Chancellor that any 2012-13 grant proposals approved and recommended for funding will have priority in funding during the 2012-13 academic year (should funding become available at that time).

Professor Reisch (Business) stated that this was not necessary and that he thought that this expressed animosity between the faculty and the Provost.

Professor McKinnon (Interior Design and Merchandising) stated that within the committee discussion the process was noted and the committee recognized grant merit as a benefit for faculty going through the process.

Professor Henze (English) asked if the proposals that were selected this year would get funding over a possible stiffer group of grant proposal considerations next year? Chair stated that if meritorious this year, they would be forwarded to the next year.

Following discussion, the resolution on Funding 2012-2013 Teaching Grants failed. **RESOLUTION #11-73**

F. Foundations Curriculum and Instructional Effectiveness Committee

Professor Linda Wolfe (Anthropology), Chair of the Committee, presented [BIOL1150](#) course for approval as a Foundation Curriculum Course for Basic Science. There was no discussion and the presented [BIOL1150](#) course for approval as a Foundation Curriculum Course for Basic Science was approved as presented. **RESOLUTION #11-74**

G. Educational Policies and Planning Committee

Professor Mark Taggart (Music), a member of the Committee, presented curriculum and academic program matters included in the [September 9, 2011](#) meeting minutes, including first a Request to change the name of the Department of [Hospitality Management](#) to the School of Hospitality Leadership within the College of Human Ecology. There was no discussion and the request to change the name was approved as presented. **RESOLUTION #11-75**

Professor Taggart then presented the request for discontinuation of Applied [Economics](#) Graduate Certificate within the Department of Economics within the College of Arts and Sciences. There was no discussion and the request for discontinuation was approved as presented. **RESOLUTION #11-76**

Professor Taggart continued his presentation with a request to offer a new concentration in Occupational Health [Psychology](#) within Health Psychology Doctoral program offered by the Department of Psychology within the College of Arts and Sciences. There was no discussion and the request to offer a new concentration was approved as presented. **RESOLUTION #11-77**

Professor Taggart then presented the request to offer a new concentration in Electrical [Engineering](#) offered by the Department of Engineering within the College of Technology and Computer Science. There was no discussion and the request to offer a new concentration was approved as presented. **RESOLUTION #11-78**

Professor Taggart then presented the request to offer a Graduate Certificate in [Marketing](#) within the Department of Marketing and Supply Chain Management within the College of Business. There was no discussion and the request to offer a graduate certificate was approved as presented. **RESOLUTION #11-79**

H. Faculty Welfare Committee

Professor Ken Ferguson (Philosophy), Chair of the Committee, presented first the proposed revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection E. Orientation of New Faculty. He stated that following Faculty Senate approval of proposed revisions in February 2011 (#11-18), [additional](#) revisions were requested by the Chancellor. The presented report contains additional revisions as noted in **bold CAPS** and/or strikethrough.

**Revise and keep in the Faculty Manual, deleting the old text.**

“New Faculty Orientation

New faculty are ~~encouraged~~ **EXPECTED** to attend the East Carolina University New Faculty Orientation Program. The program offers a variety of resources, including information on benefits, parking, technology, research, and tenure: <http://www.ecu.edu/cs-acad/facultyorientation>. Additional faculty orientation activities may be required by academic

units. As part of the orientation process, new faculty members are informed about the University system of shared governance and invited to serve in shared governance of the university. Orientation of new faculty will be continued throughout the year by key administrators and faculty leaders to assist the faculty in becoming acquainted with the practices and procedures of the university. Ongoing programs, including information on mentoring, are available through the Office for Faculty Excellence: <http://www.ecu.edu/ofe/>.  
**NEW FACULTY HIRE LETTERS NOTE A BEGIN DATE ONE WEEK PRIOR TO THE ANNUAL CONVOCATION WITH THE EXPECTATION THAT ALL NEW FACULTY WILL ATTEND THE NEW FACULTY ORIENTATION PROGRAM.**

New faculty are encouraged to attend the annual Faculty Convocation, which is scheduled at the opening of each academic year, for the purpose of becoming acquainted with the chancellor, chair of the faculty, key administrative personnel and their responsibilities, and with the relationship between faculty and administration.”

Professor Stiller (Biology) asked about faculty who are hired mid-year. Provost replied that Dr. Dorothy Muller also offers a mid-year orientation training program for those hired mid-year.

Professor Rigsby (Geological Sciences) stated that she was glad to see that the hire letters start earlier and wondered if the orientation program now last an entire week. She stated that she would prefer to have new faculty doing research and preparing for their classes and not bring them on campus early to attend an orientation program. Professor Ferguson replied that the Chancellor must see an importance in new faculty attending this orientation program in light of his suggested revision to the earlier text. The new orientation program offers a variety of resources which take time to explain.

Professor Christian (Business) stated that the program is 5 days, but not 40 hours and that his expectation would be that all new faculty should participate and in his opinion it would be time well spent.

Following discussion, the proposed revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection E. Orientation of New Faculty were approved as presented by a voice vote. **RESOLUTION #11-80**

Professor Ferguson then presented the proposed revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection J. Salary Policies. He noted that following Faculty Senate approval of proposed revisions in March 2011 (#11-48), [additional](#) revisions were requested by the Chancellor. The presented report contains additional revisions noted in **bold CAPS** and/or strikethrough.

### **Revise and keep in the Faculty Manual.**

#### “Salary Policies

Faculty annual salaries are paid semimonthly. New ~~employees~~ **FACULTY** receive the first payment on the first available payroll date as stated ~~on the employee~~ **IN THE INDIVIDUAL’S** contract. When the 15th or last day of a month falls on a non-work day for the business office, distribution of payment ~~paycheck~~ will be made on the last work day prior to that day. Arrangements must be made with the payroll office to have all payments ~~paychecks~~ deposited in a local bank to the faculty member’s

account. Salaries for summer teaching are paid in accordance with the ~~employee~~ **FACULTY MEMBER'S** contract. **NINE MONTH FACULTY SALARIES ARE PAID IN 24 INSTALLMENTS FROM SEPTEMBER 15 TO AUGUST 31. ANY APPOINTMENT CHANGE THAT AFFECTS THIS WILL BE INCLUDED IN THE INDIVIDUAL'S CONTRACT.**

~~term I teaching are paid in three installments. Salaries for summer term II are paid in two installments, and salaries for 11-week summer term are paid in five installments.~~

Federal and state income tax withholdings are based off information furnished to the payroll office on the US Treasury Department Form W-4 and North Carolina Department of Revenue Form NC-4, respectively.

New Faculty and non-immigrant visa holders must complete an I-9 form and updated forms when required by Federal law. Criminal background checks will also be conducted on all new faculty.

For a more detailed description on Salary Policies (e.g. overloads, summer overloads, research/creative activity, less than full time employees, etc.) please refer to:

[ECU Policy Manual](#), [Human Resources](#), and [Financial Services \(payroll\)](#).

For a full-time member of the faculty or EPA professional staff, the salary approved by the Board of Governors is the full compensation to be expected during the period of employment. No additional payments may be made for university duties that are generally related to the position to which the individual is appointed. The period of appointment includes all formal holidays and interludes during which no classes are scheduled.

Regardless of the salary source, total compensation paid during the period of appointment cannot exceed the salary amount authorized in the current academic salary increase document, except for extraordinary situations that must be approved in advance by the appropriate vice chancellor.

**Total Compensation:** An individual's total annual salary compensation from all university sources may not exceed 133% of the annual nine-month base salary or 100% for a twelve-month employee during the twelve-month contract period without prior authorization from the appropriate vice chancellor.

Bonus amounts awarded to EPA or CSS employees as part of the Clinical Faculty Compensation Plan or Management Flexibility Act are not be included in the calculation of total annual salary compensation in the determination of the above amounts.

**Less Than Full-time Employees:** Upon appropriate approvals, individuals with appointments of less than full-time during an academic year or fiscal year can increase their commitment up to full-time with additional compensation. However, in no event may the effort of an individual exceed full-time commitment unless specifically approved in advance; additional compensation must be proportional to the base salary rate and not exceed full-time equivalency unless specifically approved in advance.  
**Research/Creative Activity:** It is expected that such other proposed duties or tasks may require reduction in other planned responsibilities of the faculty or professional staff member. For example, arrangements may be made for reassigned time or research contract "buyouts" if faculty members are to conduct sponsored program activities during the regular academic year. Sponsored program activity does not normally constitute extraordinary or exceptional projects for consideration for supplemental payment.

Overloads: Effective August 1, 2002, overload stipends for any purpose should normally be limited to one per academic year and only after the appropriate dean has granted prior approval and notified their appropriate vice chancellor. Pay rates for non-distance education overloads will be equated to the annual nine-month salary rate; i.e., pay per credit hour for overloads may not exceed the per credit hour nine-month rate based on a twelve credit hour per semester full-time basis. As per Administrative Memorandum 407, a second overload stipend for distance education purposes may be granted during an academic year, but only after prior approval from the appropriate vice chancellor. Units must ensure that overloads are necessary and should reduce reassignments for non-instructional purposes if at all possible prior to authorizing an overload stipend. It is preferable that overloads be kept to a minimum and be granted no more than once per academic year. Pay rates for distance education overloads may not exceed the published rates for summer school.

Summer Overloads: No overloads will be permitted during summer school sessions except in extraordinary circumstances and with prior approval. Compensation from any and all salary sources for summer employment may be arranged not to exceed three-ninths of the previous year's nine-month annual salary base rate. The pay rate from summer school funds and distance education summer school courses will be based on a percentage of the nine-month rate up to a published annual maximum per session. The specific rates may be obtained through the office of the Provost.

Work for ECU Outside the Home Unit: Prior approval to teach or perform other duties outside the faculty member's home unit is required from all involved administrative levels.

**SALARY CONVERSION RATE FOR FACULTY  
INFORMATION REGARDING SALARY CONVERSION RATES FOR FACULTY IS DETAILED IN  
INDIVIDUAL CONTRACTS.**

External Activities for Pay: The policies covering Faculty and Professional Staff income derived from external activities for pay are governed by Part VI. of the *ECU Faculty Manual*. Individuals are expected to comply with these policies that include seeking prior administrative permission to the commencement of the activity and the filing of annual conflict of interest statements at the end of the academic year. The External Activities for Pay forms and the Conflict of Interest Forms are available at [www.aa.ecmedu/forms](http://www.aa.ecmedu/forms). (Faculty Senate Resolution #03-14, March 2003)"

There was no discussion and the proposed revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection J. Salary Policies were approved as presented.

**RESOLUTION #11-81**

I. Libraries Committee

Professor Cheryl McFadden (Education), Chair of the Committee presented a proposed resolution Concerning Placement of the Math Lab. She stated that the impetus for this resolution was the inclusion of the Math Lab into the Joyner Library

**WHEREAS**, campus administrators have proposed that a Math Lab requiring some 4,000 square feet of space will be housed in Joyner Library within the next six months;  
and

**WHEREAS**, the East Carolina University Faculty Senate acknowledges the value of such a facility; and

**WHEREAS**, the 2009 report from Eva Klein & Associates found that Joyner Library had a 10% space deficit at that time and that such deficit was projected to growth to 50% by 2025; and

**WHEREAS**, Joyner Library has recently accommodated the Pirate Tutoring Center, the Writing Center, and Project STEPP; and

**WHEREAS**, the library has room for only five years of growth in the General Collections; and

**WHEREAS**, a recent report of the Special Collections Division, which includes the University Archives, the Manuscripts and Rare Books Department, and the North Carolina Collection revealed a need for 12,000 square feet of growth space for collections in the coming years; and

**WHEREAS**, the University Archives and Records Center cannot carry out its fiduciary responsibility to manage the official records of East Carolina University without additional space; and

**WHEREAS**, the placement of the Math Lab in Joyner Library on short notice would be disruptive to essential services, workflows and staffing; and

**WHEREAS**, the Math Lab will eventually be housed in a new student union.

**THEREFORE BE IT RESOLVED THAT**, the Faculty Senate asks that the Chancellor's Executive Council make available another location or use modular unit(s) to accommodate the Math Lab until such time as the new student union building is constructed.

Professor Reynolds (Academic Library Services) expressed the faculty members' support from his academic unit of this resolution.

Professor Reisch (Business) stated that the resolution was narrow and wondered if the committee asked the chancellor before presenting this resolution. Provost Sheerer replied that space is very limited and the Space Committee advises the Chancellor on all space decisions. The Math Lab is a proposal for the QEP and was highly competitive with the Math Lab coming a close second. It should help the student get through the math sequence easier and improve student retention. Four proposals to house the lab included: 4 rooms in Bate, Austin bldg., and two spaces in Joyner (drum area and basement). She took several people over to the library and decided the basement was best. She understands that faculty would prefer that the lab be placed somewhere other than library. She clarified that the Faculty Officers, in their monthly meeting with the Chancellor and Academic Council, did not approve the move. The Chancellor, the final decision maker and owner of all space, has decided that the math lab will go to the Joyner library.

Professor Given (Foreign Languages and Literatures) asked if there any people working in that space who would be displaced. Provost Sheerer responded that there were no people working in that immediate space and that the microfiche machines would be moved. Jan Lewis added that three

people have offices in the vicinity, but there is a plan in place to reorient their offices and that the 20 seats in the microfiche area would be moved to the new location of the microfiche machines.

Professor Russell (History) stated that she sees a different library than she saw when she interviewed on campus when she came several years ago. She sees huge spaces that are loud and noisy, stacks removed, periodicals taken away, with historians utilizing the library as a lab or studio and drastic changes affect her and her colleagues and students tremendously. She and her colleagues within the History Department wish to strengthen the resolution to stress the importance of the library space.

Jan Lewis, Assistant Director of Academic Library Services, thanked Professor Russell for her comments and expressed the amount of support provided to students through the library. She noted that the 3<sup>rd</sup> floor was the quiet floor. Changing the environment and expectations of the library was a priority with SGA. She also noted that there were not as many assigned faculty study rooms due to the latest survey because the faculty study rooms were not being utilized. Students were now being allowed to use these same rooms. The 4<sup>th</sup> floor special collections reading room was also open to faculty.

Following discussion, the proposed resolution Concerning Placement of the Math Lab failed.

**RESOLUTION #11-82**

Following that committee report, the Faculty Senate continued its charge to elect four faculty members to the new Graduate Council.

Professor Boklage (Medicine) moved to take the top vote getter from the separate schools/college. Professor Sprague (Physics) spoke in favor of Professor Boklage's motion and moved that we suspend the rules in order to handle this election today. Chair Walker noted that it takes a 2/3rds vote to suspend the rules in order to hold an election.

Following a 2/3rds vote in agreement to suspend the rules, the list of nominees eligible for election were noted as follows:

<i>Name</i>	<i>Academic Coded Unit</i>	<i>College or School</i>
Carmine Scavo	Political Science	Arts and Sciences
John Reisch	Business	Business
Cheryl McFadden	Education	Education
Britton Theurer	Music	Fine Arts and Communication
Carmen Russoniello	Health and Human Performance	Health and Human Performance
Charles Coddington	Technology and Computer Science	Technology and Computer Science

Professor Stiller (Biology) expressed concern about skewing the numbers and said that it makes sense in terms of concluding the election, but that we have a couple of colleges represented by one individual so we are by default electing those individuals. Chair Walker noted that the four receiving the most votes from those colleges would be the selected.

Professor Zoller asked why the individual colleges did not have their own elections from within and submit the names of the candidates.

Chair Walker stated that they wanted the elections opened to the entire graduate faculty.

Following elections, the following graduate faculty members were elected to the newly formed Graduate Council.

Carmine Scavo, College of Arts and Sciences  
Cheryl McFadden, College of Education  
Carmen Russoniello, College of Health and Human Performance  
Charles Coddington, College of Technology and Computer Science

There being no further business, the meeting adjourned at 5:15 p.m.

Respectfully submitted,

Hunt McKinnon  
Secretary of the Faculty  
Department of Interior Design and Merchandising

Lori Lee  
Faculty Senate

#### **FACULTY SENATE RESOLUTIONS APPROVED AT THE OCTOBER 4, 2011, MEETING**

- 11-70 Curriculum matters contained in the [September 8, 2011](#), University Curriculum Committee meeting minutes.  
**Disposition:** Chancellor
- 11-71 Revisions to Standing University Academic Committee Charges, including Academic Awards Committee, Unit Code Screening Committee, University Budget Committee, and University Curriculum Committee.  
**Disposition:** Chancellor
- 11-72 Revisions to *University Undergraduate Catalog*, Section IV. Academic Advisement, Progression and Support, as follows:  
“A degree from East Carolina University comprises a minimum of 120 semester hours. A minimum of ~~30 semester~~ **25 percent of the credit** hours required for the degree and at least **50 percent** ~~one-half~~ of the total hours required in the major discipline must be completed through enrollment in East Carolina University.”  
**Disposition:** Chancellor
- 11-73 Failed resolution on funding 2012-2013 Teaching Grants.  
**Disposition:** Faculty Senate
- 11-74 [BIOL1150](#) course for approval as a Foundation Curriculum Course for Basic Science.  
**Disposition:** Chancellor
- 11-75 Request to change the name of the Department of [Hospitality Management](#) to the School of Hospitality Leadership within the College of Human Ecology.  
**Disposition:** Chancellor

11-76 Request for discontinuation of Applied [Economics](#) Graduate Certificate within the Department of Economics within the College of Arts and Sciences.

**Disposition:** Chancellor

11-77 Request to offer a new concentration in Occupational Health [Psychology](#) within Health Psychology Doctoral program offered by the Department of Psychology within the College of Arts and Sciences.

**Disposition:** Chancellor

11-78 Request to offer a new concentration in Electrical [Engineering](#) offered by the Department of Engineering within the College of Technology and Computer Science.

**Disposition:** Chancellor

11-79 Request to offer a Graduate Certificate in [Marketing](#) within the Department of Marketing and Supply Chain Management within the College of Business.

**Disposition:** Chancellor

11-80 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection E. Orientation of New Faculty, as follows:

**Revise and keep in the Faculty Manual, deleting the old text.**

“New Faculty Orientation

New faculty are expected to attend the East Carolina University New Faculty Orientation Program. The program offers a variety of resources, including information on benefits, parking, technology, research, and tenure: <http://www.ecu.edu/cs-acad/facultyorientation>. Additional faculty orientation activities may be required by academic units. As part of the orientation process, new faculty members are informed about the University system of shared governance and invited to serve in shared governance of the university. Orientation of new faculty will be continued throughout the year by key administrators and faculty leaders to assist the faculty in becoming acquainted with the practices and procedures of the university. Ongoing programs, including information on mentoring, are available through the Office for Faculty Excellence: <http://www.ecu.edu/ofe/>. New faculty hire letters note a begin date one week prior to the annual convocation with the expectation that all new faculty will attend the New Faculty Orientation Program.

New faculty are encouraged to attend the annual Faculty Convocation, which is scheduled at the opening of each academic year, for the purpose of becoming acquainted with the chancellor, chair of the faculty, key administrative personnel and their responsibilities, and with the relationship between faculty and administration.”

**Disposition:** Chancellor

11-81 Revisions to the *ECU Faculty Manual*, Part VI. General Personnel Policies, Section I. Employment Policies, Subsection J. Salary Policies, as follows:

**Revise and keep in the Faculty Manual.**

#### “Salary Policies

Faculty annual salaries are paid semimonthly. New employees **FACULTY** receive the first payment on the first available payroll date as stated ~~on the employee~~ **IN THE INDIVIDUAL’S** contract. When the 15th or last day of a month falls on a non-work day for the business office, distribution of payment ~~paycheck~~ will be made on the last work day prior to that day.

Arrangements must be made with the payroll office to have all payments ~~paychecks~~ deposited in a local bank to the faculty member’s account. Salaries for summer teaching are paid in accordance with the ~~employee~~ **FACULTY MEMBER’S** contract. **NINE MONTH FACULTY SALARIES ARE PAID IN 24 INSTALLMENTS FROM SEPTEMBER 15 TO AUGUST 31. ANY APPOINTMENT CHANGE THAT AFFECTS THIS WILL BE INCLUDED IN THE INDIVIDUAL’S CONTRACT.**

~~term I teaching are paid in three installments. Salaries for summer term II are paid in two installments, and salaries for 11-week summer term are paid in five installments.~~

Federal and state income tax withholdings are based off information furnished to the payroll office on the US Treasury Department Form W-4 and North Carolina Department of Revenue Form NC-4, respectively.

New Faculty and non-immigrant visa holders must complete an I-9 form and updated forms when required by Federal law. Criminal background checks will also be conducted on all new faculty.

For a more detailed description on Salary Policies (e.g. overloads, summer overloads, research/creative activity, less than full time employees, etc.) please refer to: [ECU Policy Manual](#), [Human Resources](#), and [Financial Services \(payroll\)](#).

For a full-time member of the faculty or EPA professional staff, the salary approved by the Board of Governors is the full compensation to be expected during the period of employment. No additional payments may be made for university duties that are generally related to the position to which the individual is appointed. The period of appointment includes all formal holidays and interludes during which no classes are scheduled.

Regardless of the salary source, total compensation paid during the period of appointment cannot exceed the salary amount authorized in the current academic salary increase document, except for extraordinary situations that must be approved in advance by the appropriate vice chancellor.

#### Total Compensation

An individual’s total annual salary compensation from all university sources may not exceed 133% of the annual nine-month base salary or 100% for a twelve-month employee during the twelve-month contract period without prior authorization from the appropriate vice chancellor.

Bonus amounts awarded to EPA or CSS employees as part of the Clinical Faculty Compensation Plan or Management Flexibility Act are not be included in the calculation of total annual salary compensation in the determination of the above amounts.

#### Less Than Full-time Employees

Upon appropriate approvals, individuals with appointments of less than full-time during an

academic year or fiscal year can increase their commitment up to full-time with additional compensation. However, in no event may the effort of an individual exceed full-time commitment unless specifically approved in advance; additional compensation must be proportional to the base salary rate and not exceed full-time equivalency unless specifically approved in advance.

#### Research/Creative Activity

It is expected that such other proposed duties or tasks may require reduction in other planned responsibilities of the faculty or professional staff member. For example, arrangements may be made for reassigned time or research contract “buyouts” if faculty members are to conduct sponsored program activities during the regular academic year. Sponsored program activity does not normally constitute extraordinary or exceptional projects for consideration for supplemental payment.

#### Overloads

Effective August 1, 2002, overload stipends for any purpose should normally be limited to one per academic year and only after the appropriate dean has granted prior approval and notified their appropriate vice chancellor. Pay rates for non-distance education overloads will be equated to the annual nine-month salary rate; i.e., pay per credit hour for overloads may not exceed the per credit hour nine-month rate based on a twelve credit hour per semester full-time basis. As per Administrative Memorandum 407, a second overload stipend for distance education purposes may be granted during an academic year, but only after prior approval from the appropriate vice chancellor. Units must ensure that overloads are necessary and should reduce reassignments for non-instructional purposes if at all possible prior to authorizing an overload stipend. It is preferable that overloads be kept to a minimum and be granted no more than once per academic year. Pay rates for distance education overloads may not exceed the published rates for summer school.

#### Summer Overloads

No overloads will be permitted during summer school sessions except in extraordinary circumstances and with prior approval. Compensation from any and all salary sources for summer employment may be arranged not to exceed three-ninths of the previous year’s nine-month annual salary base rate. The pay rate from summer school funds and distance education summer school courses will be based on a percentage of the nine-month rate up to a published annual maximum per session. The specific rates may be obtained through the office of the Provost.

Work for ECU Outside the Home Unit: Prior approval to teach or perform other duties outside the faculty member’s home unit is required from all involved administrative levels.

**SALARY CONVERSION RATE FOR FACULTY**  
**INFORMATION REGARDING SALARY CONVERSION RATES FOR FACULTY IS**  
**DETAILED IN INDIVIDUAL CONTRACTS.**

#### External Activities for Pay

The policies covering Faculty and Professional Staff income derived from external activities for pay are governed by Part VI. of the *ECU Faculty Manual*. Individuals are expected to comply with these policies that include seeking prior administrative permission to the commencement

of the activity and the filing of annual conflict of interest statements at the end of the academic year. The External Activities for Pay forms and the Conflict of Interest Forms are available at [www.aa.ecmedu/forms](http://www.aa.ecmedu/forms). (Faculty Senate Resolution #03-14, March 2003)”

**Disposition:** Chancellor

11-82 Failed resolution concerning placement of the Math Lab.

**Disposition:** Faculty Senate