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**EAST CAROLINA UNIVERSITY FACULTY SENATE
ACADEMIC COMMITTEE ANNUAL REPORT**

Academic Year: 2022-2023

COMMITTEE: Faculty Governance

Membership (include ex-officio members).

Regular Members: Edwin Gomez (Recreation Sciences), Anne Ticknor (Education), David Wilson-Okamura (Chair; English), Cynthia Deale (Secretary; Business), Mark Bowler (Vice Chair; Psychology), Susie Harris (Allied Health Sciences), Purificacion Martinez (Foreign Languages and Literatures), Sandra Warren (Education)

Ex-officio Members (with vote): Crystal Chambers (Rep. of Chancellor), Wendy Sergeant (Rep. of Provost), Fan-chin Kung (Chair of the Faculty Representative), Mark Hand (Rep. of Faculty Senate), **two (2) Provost representatives that were not appointed (health sciences and REDE).**

Others in regular attendance: Linda Ingalls, Rachel Baker

Meeting Dates (include members present).

August 31 (Organizational Meeting): David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Anne Ticknor, Mark Bowler, Susie Harris, Crystal Chambers, Wendy Sergeant, Purificación Martínez, Linda Ingalls, Rachel Baker

September 14: David Wilson-Okamura, Edwin Gomez, Anne Ticknor, Mark Bowler, Susie Harris, Purificación Martínez, Sandra Warren, Crystal Chambers, Wendy Sergeant, Fan-chin King, Mark Hand, Linda Ingalls, Rachel Baker

September 28: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Fan-chin Kung, Anne Ticknor, Mark Bowler, Susie Harris, Crystal Chambers, Wendy Sergeant, Purificación Martínez, Linda Ingalls, Rachel Baker

October 12: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Mark Bowler, Susie Harris, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Linda Ingalls, Rachel Baker

October 26: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Anne Ticknor, Mark Bowler, Susie Harris, Purificación Martínez, Wendy Sergeant, Fan-chin Kung, Mark Hand, Linda Ingalls, Rachel Baker

November 9: David Wilson-Okamura, Edwin Gomez, Anne Ticknor, Cynthia Deale, Mark Bowler, Susie Harris, Purificación Martínez, Sandra Warren, Crystal Chambers, Wendy Sergeant, Fan-chin Kung, Mark Hand, Linda Ingalls, Rachel Baker

November 30: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Mark Bowler, Susie Harris, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Mark Hand, Linda Ingalls

January 11: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Mark Bowler, Susie Harris, Crystal Chambers, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Mark Hand, Linda Ingalls

January 25: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Anne Ticknor, Mark Bowler, Susie Harris, Crystal Chambers, Wendy Sergeant, Fan-chin Kung, Linda Ingalls, Rachel Baker

February 8: David Wilson-Okamura, Cynthia Deale, Anne Ticknor, Mark Bowler, Susie Harris, Crystal Chambers, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Mark Hand, Linda Ingalls, Rachel Baker

February 22: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Anne Ticknor, Mark Bowler, Crystal Chambers, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Mark Hand, Linda Ingalls, Rachel Baker

March 22: David Wilson-Okamura, Cynthia Deale, Anne Ticknor, Mark Bowler, Susie Harris, Crystal Chambers, Wendy Sergeant, Fan-chin Kung, Mark Hand, Linda Ingalls, Rachel Baker, Mark Waldrum

April 12: David Wilson-Okamura, Sandra Warren, Edwin Gomez, Anne Ticknor, Mark Bowler, Susie Harris, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Mark Hand, Rachel Baker, Mark Waldrum

April 26: David Wilson-Okamura, Sandra Warren, Cynthia Deale, Edwin Gomez, Anne Ticknor, Susie Harris, Crystal Chambers, Wendy Sergeant, Purificación Martínez, Fan-chin Kung, Rachel Baker, Linda Ingalls

Subcommittees established during the year (include progress and/or completion of work).

Annual Evaluations & Workload Subcommittee (ongoing)

Bullying Subcommittee (proposed change to Faculty Manual was approved in Spring 2023)

Process Subcommittee (?)

Search Advocates Subcommittee (?)

(?)

Accomplishments during the year. Please include recommendations made to any University agency other than the Faculty Senate.

Reports to the Faculty Senate (include dates and resolution numbers).

Tuesday, September 13, 2022: No report.

Tuesday, October 4, 2022: Revisions to University Undergraduate Catalog, Academic Regulations, Grading System, Grade Appeals. Approved: RESOLUTION #22-53

Tuesday, November 1, 2022: No report.

Tuesday, December 6, 2022: Proposed revisions to Part V., Section II. Statement on Professional Ethics. Returned to committee.

Tuesday, January 24, 2023: Formal faculty advice on Proposed Regulation on ADA Compliance and Reasonable Accommodations for Students, Employees, Applicants and Visitors. Approved: RESOLUTION #23-08

Tuesday, February 21, 2023: No report.

Tuesday, March 28, 2023: Proposed revisions to Part V., Section II. Statement on Professional Ethics. Approved: RESOLUTION #23-31

Tuesday, April 25, 2023:

Tuesday, May 2, 2023: Formal advice on proposed changes to REG01.15.01, "Formatting, Adopting, Decommissioning, and Publishing Policies, Regulations and Rules"

Business carried over to next year (list in priority order).

1. Recommend changes to Employee Code of Conduct. (The 2022-23 committee approved several changes, including a prohibition on bullying that was also proposed for the Faculty Manual. When the FM version met objections in the senate, the committee pulled its recommendations on the Code of Conduct as well. Since then, the senate has approved new language on bullying. If the chancellor approves, the committee should incorporate this new language in its recommended changes to the Employee Code of Conduct. Otherwise, the committee should forward the rest of its recommended changes to the senate, minus the language on bullying.)
2. Changes to multiple parts the Faculty Manual (e.g., appointment, tenure) based on updates to the UNC Policy Manual made during Summer 2023. The committee should prioritize which parts to work on first.
3. Changes to Part II of the Faculty Manual, if the revised regulation on establishing and revising PRRs is accepted.
4. Changes to Part XII of the Faculty Manual (i.e., grievances) based on changes to the UNC Policy Manual made during the Spring 2023 semester.
5. Changes to Part VIII of the Faculty Manual (i.e., faculty titles; Brody School of Medicine faculty titles) based on updated changes to the UNC Policy Manual made during the Spring 2023 semester.

In addition to the Brody changes we expect in 2023-24, member Crystal Chambers suggests the highlighted changes in FM, Part VIII:

e. Additional faculty titles.

Adjunct instructor; Adjunct Assistant Professor; Adjunct Associate Professor; Adjunct Professor: These titles are used to appoint outstanding person who have a primary employment responsibility outside the university or in a different department in the university and who bring specific **disciplinary or professional expertise to the academic program. An appointment of a general faculty member who serves as an adjunct instructor, adjunct assistant professor, adjunct associate professor, or adjunct professor is a courtesy appointment and may be included in the unit directory with the "by courtesy" designation.**

6. Changes to Part IX and Part X of the Faculty Manual (chiefly related to fixed-term faculty, but also including a new requirement for search committees) that were held back from senate pending expected changes to the UNC Policy Manual.
7. Annual evaluation bias and faculty workload analyses, and subsequent changes to the Faculty Manual.
8. Intimidation policy suggested by former senator Michael Schinasi, FLL:

“Harassment or intimidation of a faculty member by the University and its representatives related to conflicts over their behavior, employment, and work shall constitute bullying, a violation of the University’s ethics, and of a faculty member’s academic freedom. Faculty members may be informed if there is a perceived infraction of legality or the ECU FM, and the University’s general legal or administrative rights and policies are not hereby compromised. Those legal rights however cannot be used to intimidate or harass. Information regarding the University’s opinions or its right to impose sanctions of any kind shall not be communicated in a way that suggests intimidation or harassment, regardless of the University’s claimed intentions, or that is accompanied by the implicitly or explicitly stated threat of legal or disciplinary action.”

Evaluation of the committee (include anything that hindered or assisted the committee's work during the year).

- A. **Charge:** No changes needed.
- B. **Personnel:** Since the effects of last year’s reorganization are still making themselves known, next year’s committee should review its membership needs. Does the committee need ex officio members to represent health sciences and REDE?
- C. **Attendance:** No changes needed.
- D. **Responsibilities:** No changes needed.
- E. **Activities:** No changes needed.

Suggestion(s) to the Chair of the Faculty for improving the effectiveness of the committee.

The committee would like to work more closely with the provost, so that it can make better policy recommendations to the senate. It would be helpful if the provost could attend at least some of the committee's meetings. (Previous provosts attended every third meeting.) If that is not practical, the provost’s representative on the committee should meet with the provost to discuss the Governance committee’s agenda in advance of its meetings. (The current provost’s representative is able to give advice on personnel procedures within Academic Affairs.) On occasion, the committee also needs legal advice. General counsel Paul Zigas has taken the position that his constituent is the upper administration, not the faculty; therefore he cannot offer legal advice to a faculty committee. In addition to legal advice, the committee needs to have two-way dialogue with the Office of University Counsel. It is not efficient or conducive to good policymaking when an office reviewing policy won’t discuss a policy with the committee drafting or revising the policy.

Does the Committee’s organizational meeting next year need to be earlier than the date set this year? If yes, when do you prefer:

The initial meeting in late August worked well for the committee.

Signed: Chairperson: David Wilson-Okamura

Vice Chair: Mark Bowler

Secretary: Cynthia Deale

Please forward the completed, approved annual report to the Faculty Senate office via email (faculty senate@ecu.edu) no later than May 15.