

(4 page limit, please)

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

Academic Year:

COMMITTEE:

Membership (include ex-officio members).

Committee members	Ex-officio members
Meghan Millea, Chair	Bryan Jenkins
Page Varnell, Vice Chair	Wendy Sergeant
Jennifer McKinnon, Secretary	Ruth Lee
Beth Thompson	Stephanie Coleman
Candice Jenkins	Brian Mattern
Alice Richman	Anne Ticknor
Marlena Rose	Brad Lockerbie
	Javier Limon

Meeting Dates (include members present).

September 1, 2022

Attendance: Jennifer McKinnon, Rachel Baker, Stephanie Coleman, Bryan Jenkins, Ruth Lee, Javier Limon, Brad Lockerbie, Brian Mattern, Meghan Millea, Alice Richman, Marlena Rose, Wendy Sergeant, Page Varnell, Beth Thompson

October 6, 2022

Attendance: Jennifer McKinnon, Rachel Baker, Ruth Lee, Meghan Millea, Brad Lockerbie, Beth Thompson, Alice Richman, Wendy Sergeant, Marlena Rose, Anne Ticknor, Page Varnell

November 10, 2022

Attendance: Jennifer McKinnon, Rachel Baker, Ruth Lee, Meghan Millea, Brad Lockerbie, Beth Thompson, Alice Richman, Brian Mattern, Wendy Sergeant, Marlena Rose, Anne Ticknor, Page Varnell,

January 12, 2023

Present: Brad Lockerbie, Candice Jenkins, Bryan Jenkins, Ruth Lee, Brian Mattern, Meghan Millea, Marlena Rose, Beth Thompson, Anne Ticknor, Jennifer McKinnon, Wendy Sergeant, Stephanie Coleman

February 1, 2023

Attendance: Javier Limon, Meghan Millea, Anne Ticknor, Beth Thompson, Alice Richman, Wendy Seargant, Ruth Lee, Stephanie Coleman, Provost Coger

February 2, 2023

Present: Jennifer McKinnon, Brad Lockerbie, Ruth Lee, Brian Mattern, Meghan Millea, Alice Richman, Marlena Rose, Wendy Sergeant, Page Varnell, Beth Thompson

March 2, 2023

Jennifer McKinnon, Brad Lockerbie, Ruth Lee, Brian Mattern, Meghan Millea, Alice Richman, Wendy Sergeant, Stephanie Coleman, Javier, Limon

April 6, 2023

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

- Summer school salary
- Research funding

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

Reports to the Faculty Senate

Summer Salary recommendations (PPT slide with details at UBC Teams Folder, Files, 2022-2023, April 2023 folder)

UBC was asked to make a recommendation about summer pay for faculty. The issues were that the percentage of salary resulted in low-paid faculty earning less for summer courses than they would earn for a course in the Fall or Spring term. There was a concern about equity and another concern about clarity for planning. We recommended paying either 8.33% of salary or the course rate for the discipline, whichever is higher. This passed on the floor of the Senate.

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

We have been looking into the potential for supplemental pay for research during the 9-month contract period. Faculty can earn supplemental pay for extra teaching or for taking on additional service/administrative duties. These types of supplemental compensations are funded by the university. While faculty can use grant dollars to buy themselves out of teaching, there are several circumstances where this sort of time relocation is not desirable or optimal. If the faculty member's expertise is a relatively unique fit for the instructional needs, finding a substitute is not feasible. This supplemental pay option for research time would be for faculty who are (a) teaching their normal load, (b) maintaining normal service assignments, and (c) have extramural funding to support extra time they have to dedicate to their grant work. This is research above and beyond the normal research assignment. We have found that other universities allow extramural funding of supplemental pay during the contract period when faculty maintain normal workloads (teaching, research, and service). This is relatively straightforward and already in practice at ECU for faculty working non-federal, non-state funds (e. g. industry, foundation, any grant not subject to federal regulations). Other universities within the UNC system appear to make accommodations for supplemental research pay, but we have not found evidence of a policy or codified practice to emulate. Alice Richman and Jennifer McKinnon on the most fluent members of the budget committee on this topic.

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

A. [Charge:](#)

Committee Responsibilities:

- A. *The committee serves as a communication link between the Faculty Senate and the Chancellor for budgetary matters. The committee informs the Faculty Senate about changes and proposed changes in the university budget.*
The committee did not meet with the Chancellor. We did meet with the Provost once on the specific issue related to summer school pay. The UBC is not asked to weigh in on budgetary issues, but it is well-positioned to provide that service. Specifically, the funding model- developing strategies to improve performance metrics, SCHs, and enrollment, faculty compensation (meaning benefits as well as pay), fixed-term faculty compensation, and growing summer school revenues)
- B. *The committee receives information and advises the Chancellor regarding budgetary and reallocation decisions.*
The committee has the capacity to provide guidance but has not been invited to do so.
- C. *The committee advises the Chancellor through the Faculty Senate on annual budget priorities and policy, biennial budget requests and priorities, tuition changes, and the relationship of budget decisions to the university's mission.*
This does not happen as the UBC is not part of the conversation about budget priorities, requests, priorities, tuition conversations, or mission-driven budget initiatives or concerns.

D. *One committee representative serves as an ex-officio member on the administrative Tuition and Fees Committee.*

Alice Richman served on this committee. Tuition remained flat, and residence halls and meal plan prices increased.

B. **Personnel:**

The UBC is well-informed and capable of running multiple task force initiatives that impact the budget. If asked, the UBC members are prepared to serve or lead as appropriate.

C. **Attendance:** Faculty, staff, administrators, and students attended the virtual meetings regularly.

D. **Responsibilities:** The UBC was underutilized relative to its potential. However, the members should be given specific charges either by Senate or Administration to ensure that the work is not based on UBC member interests, but rather interests that serve the institution and will be received with the attention of the appropriate stakeholder(s), including the representative bodies of the Faculty and Staff Senates, Student Government Association, Academic Affairs Administration, or Chancellor's Office.


E. **Activities:** Focused on supplemental pay for research during the contract period for overload pay from research dollars when research work exceeds the normal workload (Teaching, research, and service). We also recommended summer pay be elevated to establish a lower bound of pay equivalent to departmental course rates and leave other pay at the normal percentage-of-salary rate. We discussed the new funding model, the potential to grow summer school to grow revenue, and expressed concern over fixed term faculty pay and job security in collaboration with the DEI committee and the faculty welfare committee.

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

Recommendations should come from SGA, Staff Senate, Academic Affairs, and Faculty Senate with specific budget needs or requests. The UBC could lead or serve on task forces with specific charges to address budget-related concerns.

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

Signed: Chairperson:



Vice Chair: *Page Varnell*

Secretary: *Jennifer McKinnon*

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