COMMITTEE: Faculty Governance

MEETING DATE: October 26, 2005

PERSON PRESIDING: Puri Martinez

REGULAR MEMBERS IN ATTENDANCE: Patricia Anderson, John Cope, Edson Justiniano, Puri Martinez, Bob Morrison, Mark Taggart, and Tinsley Yarbrough

EX-OFFICIO MEMBERS IN ATTENDANCE: Catherine Rigsby, Lisa Sutton

OTHERS IN ATTENDANCE: Lori Lee

ACTIONS OF MEETING:

Agenda Item: Minutes of October 12, 2005.

Action Item: Minutes were approved as distributed.

Agenda Item: Discussion on Faculty Senate’s reluctance to approve the proposed interpretation presented at the October 2005 Faculty Senate meeting relative to fixed term faculty members serving on search committees.

Discussion: Chair Martinez discussed the reaction by the Faculty Senate to the interpretation of Appendix D that fixed-term faculty members could not serve on search committees. The committee felt this interpretation followed the logic of Appendix D which permits only probationary and permanently tenured faculty to serve on personnel committees. Both Martinez and Faculty Chair Rigsby have received numerous email communications regarding the interpretation. Some members of the university community apparently have the impression that the Faculty Governance Committee is “against” fixed-term faculty. It was suggested that the committee present a resolution that emphasized that this was not the case. There is some concern in the university community that some units have been violating the Faculty Manual by including fixed-term faculty members on search committees. In many units the employment of fixed-term faculty members is closely tied to budget issues. If we didn’t employ fixed-term faculty some units might need to be cut.

Some group members reported that they perceived that fixed term faculty are considered second class citizens in many ways within the university. There is a clear need for open campus discussion on the nature of tenure at our university and the nature of fixed term faculty, especially for those who are full time in their units. There is a clear need to find balance between needs of the university as a whole and the specific needs of disciplines who employ large numbers of fixed term faculty members. One member asked if there is a need for revising promotion and tenure guidelines within units so that more fixed term faculty members could be attracted to a “line” faculty position.

Morrison reported that there are some universities who use “upgraded titles” for fixed term faculty members. These titles could be reflected in Appendix C and Appendix D, but would
need considerable discussion and acceptance across campus (i. e., Teaching Assistant Professor, Clinical Associate Professor, Research Professor). He encouraged the group to consider at a later time giving voting rights to non-visiting fixed term faculty members.

It was noted that the Faculty Manual Part I provides for interpretations but does not provide for approval by the Faculty Senate, although that has been the practice in the past.

Chair Martinez presented a draft of a resolution to present to the Faculty Senate as New Business at the November 2005 Faculty Senate meeting. After discussion and some minor revision, the following resolution was approved by the group:

**Resolution on Fixed Term Faculty**

Whereas, the faculty of ECU recognizes the important contribution of fixed term faculty to the success of the university’s mission; and

Whereas, faculty also recognize the diversity of roles played by fixed term faculty in the various colleges and schools of ECU; and

Whereas, faculty recognize that for the institution to achieve its mission and to maintain quality it is necessary to have an appropriate mix of qualified, adequately compensated and supported faculty.

Whereas, the Non-Tenure Track Faculty Task Force of 2002-2003 asked academic units to provide data on fixed term faculty, however this data has not been forthcoming; and

Whereas, in February 2004, the Faculty Senate requested a Fixed-Term Faculty Task Force (Resolution #04-04) to further study the Board of Governors major recommendations and to provide recommendations and draft documents and policies pertaining to non-tenure track faculty to the Faculty Senate by September 2004; and

Whereas, the Fixed-Term Faculty Task Force has not reported to the Faculty Senate; and

Whereas, in April 2005, the Chair of the Faculty requested the Faculty Governance Committee to form an ad hoc committee to review ECU’s utilization of fixed-term faculty, specifically focusing on the recommendations from the Office of the President and on the voting rights currently allowed in ECU’s unit codes.

Therefore Be It Resolved, that the Faculty Governance Committee recommends, in agreement with the Office of the President’s recommendations of March 6, 2002, that the Provost and Vice Chancellor for Health Sciences establish a staffing program that:

1. Defines the desired mix of various types of faculty appointments and monitor its progress in moving toward its staffing goals.
2. Determines the feasibility of transforming some of the current fixed term lines into tenured and tenure-track lines.

3. Offers multi-year contracts of three years or more to full-time fixed term faculty who have demonstrated their effectiveness and contributions.

**Agenda Item:** Question regarding Appendix L and election of search committee for Dean of Graduate School

**Discussion:** Chair Martinez received an e-mail communication from Paul Gemperline, Acting Associate Vice Chancellor of Research and Graduate Studies. He asked for input from the Faculty Governance Committee regarding the process for electing faculty representatives to a search committee for the Dean of the Graduate School. He defined that the “constituency” of the faculty would be the “graduate faculty” and wanted a clarification of the process to follow to elect a committee from this group. He proposed the following process:

- Ask for nominations via e-mail from the graduate faculty prior to a called meeting of the graduate faculty.
- Disseminate the names of the nominees prior to the meeting of the graduate faculty
- Verify that graduate faculty members only are allowed to vote at a called meeting of the graduate faculty
- Allow nominations from the floor during the called meeting of the graduate faculty
- Conduct voting in an iterative fashion until a simple majority of those present is achieved for all six seats on the committee.

The committee reviewed this process and determined that it followed the guidelines stated in Appendix L. The group made no suggestions for change to the process presented by Gemperline.

**NEXT MEETING:** November 9, 2005  
**ITEMS TO BE DISCUSSED:** Timeline for promotion and tenure, titles used within Appendix D, and using mail-in voting processes within Appendix D