

EAST CAROLINA UNIVERSITY
2019-2020 Faculty Governance Committee

The next meeting of the 2019-2020 Faculty Governance Committee will be held on **Wednesday, April 8**, at 3:00pm via video conference.

MINUTES OF MEETING DATE: March 25, 2020

PRESIDING: Jeff Popke (vice-chair)

REGULAR MEMBERS (X IN ATTENDANCE):

Tracy Carpenter-Aeby __, Stacey Altman X, Michael Duffy X, Brad Lockerbie __, Jay Newhard X, Jeff Popke X, Marianna Walker X, David Wilson-Okamura X

EX-OFFICIO MEMBERS (X IN ATTENDANCE):

Crystal Chambers, Rep. of Chancellor X; Don Chaney, Rep. of Chair of the Faculty X; Mike Van Scott, Interim VCREDE X; Grant Hayes, Acting Provost / VCAA __; Mark Stacy, VCHS __; David Thomson, Rep of Faculty Senate X

OTHERS IN ATTENDANCE: Rachel Baker; Linda Ingalls for Office of the Provost

I. Call to Order, 3:00 pm.

In response to the Covid-19 pandemic, Interim Chancellor Ron Mitchelson on Mar. 11 directed all university employees to “maximize teleworking opportunities to the extent possible.” Accordingly the committee convened via video conference.

II. Minutes

The minutes of Feb. 26 were approved.

III. Continuing Business

A. The committee resumed discussion of senate committee membership.

1. At its previous meeting, the committee recommended the following revision to the Bylaws: “Membership of Faculty Senate Committees and Academic Committees shall consist of faculty members in at least their second consecutive year of full-time employment at East Carolina University. A majority of the elected members of all committees must be tenured or probationary (tenure track) faculty. ~~and in no case shall more than two elected members of each committee be fixed-term faculty members.~~”
2. Wilson-Okamura remarked in a Feb. 27 email to Popke that this change would have an unintended side-effect, of removing the Bylaws’ requirement that faculty members should be a majority on all faculty senate committees.
3. Prior to the meeting, Popke circulated Wilson-Okamura’s concern and proposed the following revision: “Unless otherwise specified in a Committee’s charge, all faculty members in at least their second

consecutive year of full-time employment at East Carolina University are eligible to serve on Faculty Senate Committees and Academic Committees. A majority of the voting members of all Committees must be faculty members, and a majority of the elected members of all Committees must be tenured or probationary (tenure-track) faculty.”

- a. Chambers asked: how would this change affect *ex officio* membership, and is the athletics committee’s membership governed by NCAA rules?
 1. Altman answered the second question: NCAA rules do not specify the athletic committee’s composition, but faculty involvement is a plus when our programs go up for NCAA recertification.
- b. Altman moved adoption of Popke’s revision. Carried. The committee’s revised recommendation will be introduced in the senate.

IV. New Business

- A. Prior to the meeting, Popke circulated a “Draft ECU Policy on Extension of Tenure and Promotion Schedule” that would accommodate probationary faculty members whose scholarship is materially impeded by the Covid-19 pandemic, together with similar policies from other universities.
 1. Should such a policy apply automatically unless a candidate opts out, or should candidates have to opt in?
 - a. Popke reported that, when the Academic Council discussed the issue, VCHS Mark Stacy advocated strongly in favor of “opt out,” because faculty members in Health Sciences will soon be overwhelmed with clinical work, as Covid-19 cases multiply in our region.
 - b. The committee took Stacy’s point, but most who spoke on the issue did so in favor of “opt-in.” For example:
 1. Chambers: in some units, the assistant professors are better-published than the full professors. Someone who adheres to the normal timetable shouldn’t be scrutinized as if he or she were going up early.
 2. Walker and Popke: some candidates have already done everything needed for an external review this summer.
 3. Ingalls suggested: approval is already guaranteed for family leave requests, but candidates still have to make a request. Covid-19 extensions might work the same way.
 2. The committee agreed that candidates should be allowed to request a Covid-19 extension later in the probationary process, just as they can now request an extension for family leave after they have taken one. As Popke noted, candidates might not think that Covid-19 will

have a material effect on their scholarship, only to realize, a year or two later, that it did.

3. Altman asked: if a candidate has already requested both of the allowed extensions, would Covid-19 be considered a third?
 - a. Chambers observed: someone who needs a third extension might not belong on the tenure track.
 - b. Duffy and Thompson: on the other hand, there may be future disruptions from Covid-19.
 - c. The committee agreed that Covid-19 would constitute legitimate grounds for a third extension.
4. Duffy suggested: we might need to give external reviewers more time too. Thompson added later: yes, especially in Health Sciences, where many potential reviewers will be occupied with the same kind of clinical duties that our candidates are.
5. The draft policy that Popke circulated was premised on “opt out.” The committee discussed how soon a revised policy, premised on “opt in,” was needed by candidates and personnel committees.
6. Popke undertook to circulate an “opt in” draft by email.
 - a. [Popke emailed this new draft to the committee on Mar. 27. Several members replied affirmatively.]
 - b. [On Apr. 1 Acting Provost Grant Hayes, together with Popke and Stacy, announced, “In light of the expected impact on faculty productivity and progress toward tenure and promotion, a one-year extension to the Tenure and Promotion Schedule (Part X, Section II of the ECU Faculty Manual) will be granted to all probationary (tenure-track) faculty members who request it.”]

B. Per March 11 instructions from the Board of Governors, ECU has, wherever possible, moved all classes to an online format in order to suppress and mitigate the Covid-19 pandemic. In light of this and other disruptions to instruction, should the university conduct its usual survey of student opinion?

1. Popke conveyed the view of Hayes: that we should conduct the survey, but give faculty members discretion to omit the results from PADs and annual reports.
2. Altman so moved. Carried.

V. Other

A. The agenda having been covered, Popke asked if there were more to discuss.

B. Wilson-Okamura resumed a question from Feb. 26: should the committee’s *ex officio* membership be redefined to regularize or acknowledge the practice, ongoing for several years, of rotating attendance by the committee’s three vice chancellors?

1. As was explained at a previous meeting, the university's chief administrators have many urgent and important demands on their time.
2. On the other hand, Wilson-Okamura reflected, maybe someone who can't realistically be expected to attend more than a third of a committee's meetings should be a non-voting member. We can still benefit from his or her counsel and expertise.
3. Chambers offered background: the concern has been that *ex officio* members will only attend if they have a vote.
4. Walker and Duffy argued that administrators voting on faculty senate committees was a part of shared governance.
5. Wilson-Okamura suggested: the issue here isn't "Should administrators have a vote on faculty committees?" but "Is someone who attends only one third of a body's meetings really a member of that body?"
6. Van Scott, Interim VCREDE, opined that VCs should attend without needing a vote. He has rarely cast one himself, but attends whenever possible, in order to listen and understand.
7. With that, discussion shifted from voting to sharing information.
3. Ingalls noted that Wendy Sergeant, Assistant VC for Personnel and Resource Administration in Academic Affairs, has a wealth of expertise. Perhaps the committee might see fit to include Sergeant in the distribution list for its agenda.

V. Adjourned at 4:13.

Respectfully submitted, David Wilson-Okamura.