

EAST CAROLINA UNIVERSITY
2020-2021 Faculty Governance Committee

The next meeting of the 2020-2021 Faculty Governance Committee will be held on **February 10**, at 3:00pm via video conference.

MINUTES OF MEETING DATE: Jan. 27, 2021

PRESIDING: Jeff Popke

REGULAR MEMBERS (_X_ IN ATTENDANCE):

Stacey Altman _X_, Cynthia Deale _X_, Michael Duffy _X_, Edwin Gomez _X_, Jay Newhard _X_, Jeff Popke _X_, Anne Ticknor _X_, David Wilson-Okamura _X_

EX-OFFICIO MEMBERS (_X_ IN ATTENDANCE):

Crystal Chambers, Rep. of Chancellor _X_; Grant Hayes, Acting Provost / VCAA _X_; Purificación Martínez, Chair of the Faculty _X_; Aundrea Oliver, Rep of Faculty Senate _X_; Mark Stacy, VCHS __; Mike Van Scott, Interim VCREDE __

OTHERS IN ATTENDANCE: Rachel Baker; Linda Ingalls for Office of the Provost; Lisa Hudson, Associate VCHS and Human Resources Administration Director; Wendy Sergeant, Assistant Vice Chancellor for Personnel and Resource Administration; Kenneth Ferguson, chair of the Unit Code Screening Committee

I. Call to Order, 3:00 pm

II. Minutes

The minutes of December 2, 2021 were approved.

III. Continuing Business

Altman reported that the grade appeal subcommittee has revised its recommendation and is seeking input from university counsel.

The committee resumed its review of proposed changes to the Faculty Manual (FM) that would enhance Diversity, Equity, and Inclusion (DEI). The history of this proposal is detailed in the minutes for Nov. 11, 2020.

FM Part 4, Section 2, IV: Minimal Unit Code Requirements and template for unit codes

Should DEI requirements be an additional section in minimal code requirements, or distributed through the description of several items?

Popke proposed allowing units to address DEI wherever relevant: "Unit Codes should also, in various sections as relevant, specify responsibilities and procedures for promoting diversity, equity and inclusion."

Chambers noted that some units, in the absence of specific directives, have refused to incorporate DEI considerations anywhere. Instead, she suggested, we could insert the following in the template for unit codes:

"Note: In furtherance of UNC Policy Manual 300.8.5 (Policy on Diversity and Inclusion within the University of North Carolina), unit codes should address diversity, equity and inclusion in sections including faculty evaluation (teaching, research, service), voting, and graduate faculty status, the composition and processes of search and personnel committees, administrator responsibilities, curriculum oversight and program coordination, student enrollment and faculty respect for diverse students."

Popke asked: does DEI need to be considered separately for fixed-term faculty (FTF) members?

Chambers argued: yes, because more than half our current FTF members are women.

Chambers also noted that, in some units, there are faculty members who have graduate faculty status but not terminal degrees; and all of these members are male.

Altman confirmed that Kinesiology has some male graduate faculty members who don't have terminal degrees but are needed to serve on thesis committees.

Ingalls: some units have a separate graduate faculty criteria document associated with their code. Will we need to revise the graduate faculty definitions in Part of the FM?

Discussion returned to the insertion proposed earlier by Chambers.

Popke: is the list of code sections that include DEI considerations a suggestion or prescription?

Ticknor and Ferguson: we need DEI considerations to be stronger than a suggestion.

Ingalls: the unit screening code committee's rule of thumb is that guidelines should be sufficiently clear to guide *new* members of the department.

Chambers: we have seen units resist DEI language because it wasn't mandated; this new verbiage clarifies that this directive is UNC policy.

Ferguson, Duffy, and Ingalls: we might want to order the items to prioritize administrative responsibilities.

Wilson-Okamura suggested: if we mean the list to be prescriptive, we should put each item on its own line, and in the order they are in the code, so that the items form a checklist.

The committee agreed on a suggestion from Gomez, to split the directive in two: DEI considerations should be addressed “throughout the unit code”; and “Areas to be addressed include but are not limited to” the sections previously enumerated.

Chambers noted that unit codes do not typically address the last two items, student enrollment and faculty respect for diverse students.

Gomez suggested that “shall” is stronger than “should.”

FM Part V – Academic Freedom, Professional Ethics, Diversity, Equity, and Inclusion

Popke proposed, to general approval, a shortened version of the new DEI preamble, which is largely excerpted from the UNC code.

FM Part VIII: Personnel Policies and Procedures for the Faculty

Popke noted that changes to Part IX have to be approved at the system level. The quickest path, therefore, to enhancing DEI in personnel matters is through Parts VIII and X. The criteria for tenure do not apply to fixed-term faculty members, so Popke proposed adding DEI considerations to the criteria for annual evaluation.

A committee charged with addressing FTF concerns intends to propose a reorganization of Part VIII, so Martínez suggested holding back revisions to Part VIII so that it can be reviewed and approved all at once.

Popke argued in favor of putting all DEI changes together, as part of a DEI package.

Ingalls noted, however, that Part VIII changes will need to go to the Trustees.

Popke thought this might be a good reason to wait on Part VIII after all.

The changes already proposed recognize DEI work in teaching and service. Chambers suggested that we need to recognize DEI work in scholarship, as well.

Ticknor added: publication venue is an issue here, too.

Popke hesitated: that might be too specific for the FM.

Chambers observed: when you don’t specify, the dominant trend becomes the default.

Popke proposed, to general agreement, a new insertion under Scholarship: “Scholarship that advances ECU’s commitment to diversity, equity and inclusion shall be valued appropriately.”

Wilson-Okamura queried: is “valued appropriately” strong enough?

Duffy spoke in favor of “appropriate” because it’s flexible.

Popke asked: is it important to specify that a candidate’s DEI scholarship be in the unit’s discipline? Currently, we count articles on teaching as contributions to teaching, not scholarship.

Ticknor: there are enough references to discipline in the existing paragraph to imply it for DEI.

Wilson-Okamura: judging from my experience on the personnel committee, we can't rely on implications.

Chambers noted that we have a lot of interdisciplinary scholarship at this university and suggested leaving the issue of disciplinarity for units to determine in their codes.

Gomez commented that Recreation and Leisure counts articles on teaching as scholarship. Popke allowed that his earlier statement was too broad.

Wilson-Okamura: I am concerned about disciplinarity, but think it's more relevant for tenure and promotion than for annual evaluations, which is what we're discussing here.

Oliver offered that DEI scholarship can contribute to a discipline without being published in a discipline's journals.

Chambers suggested that we need to include "fields of study" as well as "disciplines." Gomez and Oliver agreed.

Popke: it is reasonable to expect candidates who are hired into a department to publish in the department's field or discipline.

Chambers: but some faculty members have expertise in multiple disciplines.

Part X: PAD and Tenure and Promotion Schedule

Earlier the committee expressed reservations about creating an internal review committee, as originally proposed by the exploratory committee.

Discussion focused on the template for a candidate's cumulative report.

Under "Other material," it was proposed to insert the following: "For example, a faculty member in an adjacent or related field might comment on the candidate's equity-related challenges."

Martínez acknowledged the problem this change addresses, but asked how tenure and promotion committees would evaluate such documents.

Chambers responded that these documents were also valuable to deans and provosts.

Popke offered that candidates could also use this section to highlight DEI contributions.

This suggestion was initially welcomed, because it frames DEI considerations positively.

Ingalls, however, pointed out that DEI contributions will already be listed in the report of the proposal if the rest of the proposal is adopted.

The group approved the proposed addition of DEI contributions to the teaching, scholarship, and service sections of the cumulative report.

Prompted by Chambers, Martínez, and Oliver, DEI contributions were added to the community and clinical sections as well.

IV. Adjourned at 5:00 pm.

Respectfully submitted, David Wilson-Okamura