

EAST CAROLINA UNIVERSITY
2020-2021 Faculty Governance Committee

The next meeting of the 2020-2021 Faculty Governance Committee will be held on **February 24**, at 3:00pm via video conference.

MINUTES OF MEETING DATE: Feb. 10, 2021

PRESIDING: Jeff Popke

REGULAR MEMBERS (X IN ATTENDANCE):

Stacey Altman X, Cynthia Deale X, Michael Duffy X, Edwin Gomez __,
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 __;
Purificación Martínez, Chair of the Faculty X; Aundrea Oliver, Rep of Faculty Senate
X; Mark Stacy, VCHS __; Mike Van Scott, Interim VCREDE X

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

I. Call to Order, 3:00 pm

II. Minutes

The minutes of Jan. 27, 2021 were approved.

III. Continuing Business

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 XI, Section IV: Equal Employment Opportunity/Affirmative Action Policy and University Commitment to Diversity, Equity, and Inclusion

Update of EEO/Affirmative Action, using terms already in use by the Office for Equity and Diversity (OED).

New requirement for annual professional development in DEI

Chambers noted that NC State has a similar requirement; OED already has DEI programming, and is reviewing its current offerings for more.

Ticknor asked: how would activities be approved for this requirement?

Chambers clarified: unit administrators would decide.

Altman: does this give chairs too little guidance? Currently, the only comparable requirement that chairs have to report compliance for is post-tenure evaluation training.

Chambers: for other requirements, we have found that choice helps with effectiveness and compliance.

Duffy: the term *appropriate* is usefully broad here.

Popke: over time we expect OED to develop even more applicable programming.

Wilson-Okamura asked: how can we institute this requirement for annual professional development without inviting a cascade of more such requirements?

Popke: that seems unlikely. DEI is a singular issue.

Wilson-Okamura asked: could we make this new requirement more appealing by eliminating the professional development requirement for distance education (DE)? If we don't require ongoing professional development for face-to-face classes, we shouldn't require it for DE.

Chambers explained: the professional requirement for DE instructors is mandated by our accrediting body.

Further discussion focused on how the new requirement would be administered.

Ticknor suggested adding a checkbox in Faculty 180.

Van Scott asked where health sciences faculty would report compliance, since they are not under the provost.

Chambers, Hudson, and Sergeant suggested "appropriate vice-chancellor" instead of "provost."

Baker noted that compliance for the DE requirement is no longer reported to the provost either.

Wilson-Okamura: someone needs to be responsible, or it won't happen.

Altman: we could use the same compliance procedure we currently use for Conflict of

Interest, where you get a “nasty-gram” until you complete the annual form.

Ingalls suggested a checkbox on the chair’s annual evaluation (like the professional ethics requirement, Altman added).

Sergeant proposed to general approval: “The unit administrator will attest that each faculty member has met the DEI professional development requirement on the Annual Faculty Evaluation Form.”

Ingalls asked: will we require DEI training of faculty members who are only teaching at ECU for one semester?

Oliver: do we require Conflict of Interest (Col) forms from these faculty members?

Chambers suggested we could require annual DEI training for full-time faculty members and “strongly recommend” it for others.

Van Scott hesitated: we do require Col training when part-timers join the faculty. Is DEI less important?

Popke paused: our part-timers are already paid poorly; is it fair to impose additional burdens on them?

Ticknor countered: yes, because they are interacting with a diverse population of students.

Altman added: requiring DEI training communicates the priority that we place on DEI to new hires.

Martínez noted: NC State’s DEI training is available all the time, and only requires an hour and a half to complete.

Chambers qualified: but research shows that these online modules have limited value.

The consensus of the committee was that annual DEI training should be required of “all ECU faculty members.”

Altman moved approval of all DEI revisions to the FM as amended.
Carried.

Popke and Chambers will present the package of proposed changes to the senate. The committee did not expect the proposals will be controversial enough to warrant a full round of town hall-style meetings.

Updates on pending committee business

Altman reported that the grade appeal subcommittee is still awaiting feedback from the legal office.

Popke reported that another subcommittee continues to review the faculty by-laws.

Another senate working group, led by Martínez, will be recommending FM revisions relating to fixed-term faculty.

IV. Adjourned at 4:00 pm.

Respectfully submitted, David Wilson-Okamura