

EAST CAROLINA UNIVERSITY  
2022-2023 Faculty Governance Committee

MINUTES OF MEETING DATE: Wednesday, March 22, 2023, 3-5 p.m.

ATTENDANCE

PRESIDING: David Wilson-Okamura

REGULAR MEMBERS (X\_ IN ATTENDANCE):

Sandra Warren\_\_, Cynthia Deale \_X\_, Edwin Gomez \_\_, Anne Ticknor \_X\_, Mark Bowler\_\_X\_, Susie Harris \_X\_

EX-OFFICIO MEMBERS (\_X\_ IN ATTENDANCE) (with vote):

Crystal Chambers\_X\_, Wendy Sergeant\_X\_\_, Mary Farwell\_\_\_, Purificación Martínez\_\_, Fanchin Kung\_X\_, Mark Hand\_X\_

Guests in attendance: Linda Ingalls, Rachel Baker, Mark Waldrum

Call to Order, 3:00 pm

This meeting of the spring semester is on Teams. For the link, see the following meeting link:

<https://facultysenate.ecu.edu/2022/09/07/2022-23-faculty-governance-committee-virtual-links/>

1. Approved the minutes of the Feb. 22, 2023, Faculty Governance Committee (FGC) meeting.
  - ✓ Note that Mark Bowler will take the minutes at the April 12, 223 FGC meeting.

2. Reports

- a. Budget Committee's discussion of salary increments for fixed-term advancement in title (Ticknor).
  - There was nothing to report at the meeting.

3. Continuing Business

- a. Request from Dean Waldrum and Executive Dean Higginson in the Brody School of Medicine, to consider revising the definition of Affiliated Faculty in Part VIII Section I.I.D.3 of the Faculty Manual (<https://www2.ecu.edu/facultysenate/currentfacultymanual/part8.pdf>) to include a term specific for BSOM affiliated faculty who are employed by ECU Health:

F. Affiliate Faculty

Affiliate faculty (Affiliate Assistant Professor, Affiliate Associate Professor, Affiliate Professor, Affiliate Instructor, ECU Health Assistant Professor, ECU Health Associate Professor, ECU Health Professor) are specific to the Brody School of Medicine (BSOM) whereby BSOM may confer honorary academic titles to outstanding individuals who have primary employment responsibility

outside the university but provide professional expertise or contributions to BSOM. The process for the selection and appointment of Affiliate Faculty must be approved by the Provost and Senior Vice Chancellor for Academic Affairs and implemented by the Dean of BSOM, and is not subject to any other requirements of the Faculty Manual. Affiliate Faculty are not entitled to any rights under Chapter VI of The Code or any other portion of the Faculty Manual.

- Dean Mark Waldrum (Waldrum) talked to the committee about affiliate faculty designations at Brody. He framed the conversation and answered questions. He was asked to address the following:
- What are the specifications for these titles? What are the changes needed? Why are they needed?
  - He said that a major reason why they are needed is because recruiting talented people is an issue.
  - ECU needs to get to market competitive compensation.
  - Brody has high turnover and a hard time recruiting.
  - ECU pays below the benchmark by 25%.
  - Changes are needed to be competitive.
  - Another part of the issue of that is ability to get titles for people that want some kind of title, but are not interested in getting tenure, so that is an issue.
  - Words such as affiliate are suggested as second class so then they will not come to ECU
  - ECU health titles would not have rights on the university side.
  - For example, there would be no grievance rights, etc.
    - He provided an example, noting that before he became dean that the neurosurgery group inside Brody about 9 years ago had professorships and titles because they had residences and taught, but Brody could not afford them, but they needed them and when they left, they lost all of their titles, but they still do the same work, but could not accommodate their title. They were offered affiliate titles which they found offensive.
  - He noted that this previous institution, the University of Alabama, Birmingham that people can be an associate professor on tenure track or not tenure track, but folks didn't know much difference and so it did not lead to division
  - He stated that there is a competitive environment in NC, as Wake-Forest University is building a competitive medical school in Charlotte and they have given titles of professor, associate professor, and assistant professor to 500 doctors.
- Crystal Chambers (Chambers)—questioned why affiliate faculty is only used with Brody faculty and asked if there is any need for this affiliate title and what the process is that is used to designate these titles.

- Waldrum indicated that there is still a need for the title of “affiliate.”
- Mark Bowler (Bowler) found the following:
  - The UNC Policy Manual Chapter 100.1  
The Code  
Appendix 1  
Amended 11/17/22
- IV. HONORARY DEGREES, AWARDS AND DISTINCTIONS  
The board of trustees shall be responsible for approving the names of all individuals on whom it is proposed that an honorary degree or other honorary or memorial distinction be conferred by the institution, subject to such policies as may be established by the Board of Governors.
- Chambers indicated that the process is not clear.
  - She provided the following:
  - to draw a parallel process comparison, see honorary degrees  
[https://info.ecu.edu/admincommittees/wp-content/uploads/sites/561/2021/04/Honorary\\_Degrees\\_Committee-2020.pdf](https://info.ecu.edu/admincommittees/wp-content/uploads/sites/561/2021/04/Honorary_Degrees_Committee-2020.pdf)
- Bowler stated that whatever process is used for awarding these titles should be in the Brody code.
- Anne Ticknor (Ticknor) asked if Brody is looking at putting this in their code.
- Chambers noted that Brody just had a code change.
- David Wilson-Okamura (Wilson-Okamura) said that the unit’s personnel committee needs to approve candidates in order to be consistent with all of the existing faculty titles.
- He noted that the titles mentioned here look similar to those with academic ranks and we need descriptions of the ranks.
- Bowler stated that we have detailed descriptions for other faculty titles.
- Ticknor noted that there is a part proposed for affiliate faculty, but it has not yet been approved.
- Waldrum stated that the Board of Governors (BOG) understands that we are building ECU Health and we want these to be in sync. We are trying to line up our processes as much as we can.
  - He understands that it needs to be in the code and the personnel committee needs to be involved and asked how he can connect with and navigate the specifics of this issue.
- Wilson-Okamura suggested reviewing the following:
  - other existing ranks and see how other ranks are described in the faculty manual.
- Ticknor wondered if faculty in Brody see this as a need and wondered if they want it to be this way.
  - She recommended having the conversation with the faculty at Brody to engage them to see where they are and what they want and why this should be considered.
  - She noted that they approved the code, but are working on the guidelines.

- She still has questions about what has to happen first with the UNC code, faculty manual, etc.
- Chambers said that she knows that there were efforts to increase faculty productivity at Brody and wonders if there will there be more distinction between faculty members who are focused on being clinicians and teaching and those engaged in more research.
- Waldrum noted that ECU Health codes are truly for clinical faculty and giving them some currency from an academic perspective, as they are really clinical educators.
  - He said that they do not teach a whole course and they do not do research.

b. UNC Compelled Speech Policy (Chambers).

- Chambers noted that the continued value at this point is more of the action with partners to have the faculty senate and the staff senate both be good with it, and perhaps others such as the Black faculty organization would be supporting it.
    - She indicated that solid support from the faculty would be good.
    - She noted that it is disconcerting that a position announcement was held up because the word diversity appeared in the announcement.
    - She spoke to Paul Zigas about it.
    - She said it was in line with the faculty senate.
  - Ticknor said that the BOG had guidelines and the UNC system wrote guidelines and sent them to each institution last week.
    - She noted that verbal guidance was that there wasn't anything in active posts in the description; it would be a request that an applicant should not be required to complete a DEI prompt.
  - Wilson-Okamura asked for comments.
  - Bowler liked the wording a lot more.
    - He wanted to discuss the end part first.
    - He suggested...be it resolved...ECU will continue to follow procedures of the UNC faculty manual.
- Chambers suggested that ECU will continue to hire faculty and staff who will be able to work with diverse students, to be able to serve our students and our region.
  - She noted that the committee worked on the wording.
- There was a discussion that we are not compelling speech at ECU.
- Bowler noted that we ask people to provide affirmations for DEI.
  - Employment is judged on their generation of this statement.
- Chambers said that this is an improper application of this item.
- Ticknor asked if we know how many searches are involved.
- Wendy Sergeant (Sergeant) said that close to 1100 job ads were identified based on certain language within the posting and everyone is waiting for guidance from the system office.
  - It is being managed out of the main HR office.
- Ticknor asked about a more positive way to say the part about “there is no finding...”

- Chambers said that the only type of pledge is when there was a stand against racism pledge and it was voluntary
- She then provided a new whereas:
  - (PARAPHRASED) "Research regarding the free speech and expression of students in the UNC System finds that to the extent students feel restrained, that it is due to students and not faculty
- Then, the committee worked on another “Whereas” from Bowler.
- Bowler said that he would add the following whereas statements (4 and 5):
  - The UNC System Policy Manual charges Chancellors with “policy development and strategic planning to promote and advance [diversity and inclusion]”
  - The UNC System Policy Manual further changes chancellors with ensuring "that the activities of both the institution’s [Equity Officer] and [Diversity and Inclusion] functions are coordinated and executed in a complementary and efficient manner and that goal-setting and resource allocation is tied to the achievement of measurable outcomes";
    - He found it in the UNC policy manual.
- Chambers indicated that she was okay with the wording.
- The committee worked on further revisions of wording about the faculty senate resolution on “Political Activities of Employees” policy 300. 5.1.
- Bowler added the following, “Policy on Diversity and Inclusion Within the University of North Carolina.”
- Ticknor noted that the resolution was jointly constructed with input from the faculty senate and the staff senate.
- Wilson-Okamura stated that the FGC members will be asked to vote to on the text—the vote will be via email and due by Friday morning (3-24-2023) at 8:00 a.m.

c. Revisions to Faculty Constitution and By-Laws (Ticknor).

- Rachel Baker (Baker) said that the Constitution needs two readings before it can go to the convocation.
  - She said we could have it presented at the organizational meeting at the faculty senate.
- Ticknor said she could read it at the faculty senate and then we could be called together, but the process seems long.
  - She got feedback from the Chancellor and got his version after winter break.
  - She shared with the committee that that she reached out to recent past chairs for their advice and thoughts, including Jeff Popke, who wrote most of the version that was approved by the General Faculty.
  - She compiled suggestions from past chairs and officers, so it has some different voices on it, including many of those who worked on it.
  - Now it is coming back to the FGC.

- Wilson-Okamura thought Ticknor's revisions softened the edges of contention while keeping the things that were most important.
- Ticknor said that she does not deserve the credit and will pass on the compliment.
- The committee went through the revised document with Wilson-Okamura.
- Chamber added the following:
  - \*resolution concern 3rd be it resolved as edited: ECU has a lot of polices re Title VII and Title IX. Our practice, within the constraints of the De Vos rules (re Title IX) and some interpretations of Title VII seems to be more of the rub. Beyond grievances, there is little a faculty member can do in the absence of administrator intervention - and many administrators will not. In fact, there's language I've heard from different spaces to the effect of calling Title VII/ IX issues "interpersonal."
  - She also added that we can do more and be legally compliant.
  - She asked what enabling language from the UNC system says.
- Wilson-Okamura asked if the committee is comfortable with the revised document.
  - He recommended recirculating the edited version and comparing it at the first April meeting and then the committee can recommend it to the faculty senate.
- The committee continued to go through the document.
- Baker will work on a compare document to allow the committee to see the changes, including the flipping of articles, etc.
- Ticknor asked what the committee's thoughts were on floating these changes to the Chancellor at her next one-on-one meeting with him.
- Wilson-Okamura was okay with that suggestion.
- Bowler worried that he won't read them.
  - The question was asked about when does that cycle stop?
- Bowler said it stops when we formally respond.
  - He asked if there are any outstanding issues that people see in the draft.
  - None were raised.

d. PAD process revisions (Ticknor).

- There was nothing else to share.

4. New business

- a. Request from Faculty Chair: " I am writing to follow up with a request for the committees that have at least 1 representative from the Office of the Provost to consider if any revisions to your committee charge about ex-officio membership needs to be revised. I ask that your committee considers my request and, if needed, adds this to the committee's business for AY 23-24.
  - Ticknor shared with the committee about meeting with the provost and her representatives on 19 of our committees. There are often three per committee.

- Since the university was reorganized under the provost, some committees now have three representatives of the academic council, all of them appointed by one person, the provost.
  - She noted that every committee differs. Some are going well. Other committees have issues. For example, a representative not talking to the provost, etc.
  - She asked us to think about if there need to be any revisions and we will address it in the fall.
- Wilson-Okamura gave his views, noting that this committee saw the provost in person when he joined six years ago.
  - He thinks that with this committee where there is so much about the relationship between the faculty and the administration that it would be good for senior leaders to join the meetings.
- Chambers agreed.
- Bowers spoke against the policy of the three representatives of the provost on committees.
  - He said that it means too much input from the provost.
  - He noted that we can make sure that the provost has a seat on every single committee and is invited to come.
- Chambers noted that the Committee on Committees can make sure that there is representation on all of the committees.
- Baker said that a lot of the time when they were preserving spots for health science it was because the administration had information specific to the committee.
  - She said that for example, for a teaching grant it would make it easier for where funds come from.
  - The person who vacated the position felt that it was important to understand how faculty would apply and use the funds and they wanted to prevent disadvantages.
  - When the role was preserved it was because they needed input from REDE and/or health sciences.
- Wilson-Okamura noted that something else this committee needs is legal advice; it used to have that during the first two years of his time on the committee.
- Ticknor stated bluntly: we have been told that this will not happen.
- Bowler noted that their attendance does not confirm an agreement or disagreement with the committee's policies, etc.
- Ticknor said that she has tried to talk about how we do not want to create bad policy that cannot be approved or has to be rewritten.
- Issues with the administration not being on the committee has been a point of frustration.
- Chambers will send a brief email acknowledgement to all of the faculty members who sent written comments after the Anti-bullying forum.

- The meeting adjourned at 4:58 p.m.