



# 2020-2021 FACULTY SENATE

The sixth regular meeting of the 2020/2021 Faculty Senate will be held on  
**Tuesday, February 23, 2021**, at 2:10 pm via WebEx.

## AGENDA

*\*Revised*

[WebEx meeting link](#)

### I. Call to Order

### II. Approval of Minutes

[January 26, 2021](#)

### III. Special Order of the Day

A. Roll Call

B. [Announcements](#)

C. Ron Mitchelson, Interim Chancellor

D. Mark Stacy, Vice Chancellor for Health Sciences and Dean of Brody School of Medicine

E. Jan Lewis, Director of Academic Library Services  
Beth Ketterman, Director of Health Sciences Library  
Joseph Thomas, Assistant Director for Collections and Scholarly Communication  
Libraries Update

F. Keith Keene, Director of the Center for Health Disparities  
[Black Faculty Organization letter of support for vaccination within minoritized communities](#)

G. Jeni Parker, Faculty Assembly Delegate  
Report on [February 12, 2021](#) UNC Faculty Assembly Meeting

H. Approval of Spring 2021 Graduation Roster, including Honors College graduates

I. Purificación Martínez, Chair of the Faculty

J. Election of Five Members to the Faculty Officers Nominating Committee  
(as prescribed in *ECU Faculty Manual*, [Part II, Section II](#))

K. Question Period

### IV. Unfinished Business

## V. Report of Graduate Council

Graduate Council, Ron Preston

Formal faculty advice on curriculum and academic matters acted on and recorded in the [February 8, 2021](#), Graduate Council meeting minutes, including level I action items from the [January 20, 2021](#) Graduate Curriculum Committee meeting minutes which were approved by its delegated authority and are reported here for informational purposes; programmatic action item (GC 21-01) including level II and level III programmatic action items from the [January 20, 2021](#) Graduate Curriculum Committee meeting, which were forwarded to the Educational Policies and Planning Committee (EPPC), including a request to establish a new certificate (Level II), Environmental Health Foundations Certificate from the Department of Health Education and Promotion within the College of Health and Human Performance; a revision of an existing degree (Level II), Curriculum and Instruction, MAEd from the Department of Literacy Studies, English Education, and History Education, a request to establish a new certificate (Level II), Instructional Design in Adult Education Certificate from the Department of Interdisciplinary Professions within the College of Education; and a revision of an existing degree (Level III), Specialist in School Psychology, SSP from the Department of Psychology, within the Thomas Harriot College of Arts and Sciences; and Graduate policy action item (GC 21-02) approved by the Graduate Council included the new External Member Appointment Process for Thesis and Dissertations, and the Graduate Admission Eligibility for Standard Admission policy.

## VI. Report of Committees

A. Unit Code Screening Committee, Ken Ferguson

1. [Revised Academic Library Services code](#).
2. ~~Revised College of Fine Arts and Communication Constitution~~-(postponed to future meeting)

B. Undergraduate Curriculum Committee, Stacy Weiss

Curriculum and academic matters acted on and recorded in the meeting of [November 12, 2020](#) including curricular matters in the Department of Health Education and Promotion within the College of Health and Human Performance; and the meeting of [January 28, 2021](#) including curricular matters in the Department of Geography, Planning and Environment within the Thomas Harriot College of Arts and Sciences, in the Department of Interdisciplinary Professions within the College of Education, in the School of Communication within the College of Fine Arts and Communication, and in the Department of Kinesiology within the College of Health and Human Performance.

C. Calendar Committee, Mark McCarthy

1. Proposed 2022-2023 University Academic Calendars (attachment 1).
2. Proposed 2025-2026 Abridged University Academic Calendars (attachment 2).
3. Proposed 8-week Block Calendars for Fall 2021 and Spring 2022 (attachment 3).
4. Proposed move of drop/withdrawal date during the Spring 2021 semester to the last day of classes (attachment 4).\*

D. Writing Across the Curriculum Committee, Lisa Ellison

Curriculum and academic matters acted on and recorded in the minutes of [January 25, 2021](#), including a notification of changes to co-requisites in MGMT 4842, prerequisites in KINE 4500, 4501, 4502, and majors only access in KINE 4806, and prerequisites in EDUC 3200; writing intensive course designation (WI) for SPAN 3550 Introduction to Cultural Analysis; writing

intensive course designation (WI) for CSCI 4230 Software Engineering II, and removal of writing intensive course designation (WI) from CSCI 3030 and CSCI 4710.

E. Committee on Committees, Melinda Doty

First reading of proposed charge for the new Standing University Academic Committee entitled Committee on Diversity, Equity, and Inclusion (attachment 5).

F. Educational Policies and Planning Committee, Mark Bowler

Curriculum and academic matters acted on and recorded in the [January 22, 2021](#) meeting including a new concentration for the MA in Communication in the School of Communication within the College of Fine Arts and Communication; discontinuation of the Residential Construction Management Certificate in the Department of Construction Management within the College of Engineering and Technology; new Accelerated BS in Recreation and Park Management/MS in Recreation Sciences and program revision for the Biofeedback graduate certificate in the Department of Recreation Sciences within the College of Health and Human Performance; approval of new delivery mode for the MA in History in the Department of History within the Thomas Harriot College of Arts and Sciences; program revision in the MSN Nursing and the Psychiatric-Mental Health Nurse Practitioner Certificate within the College of Nursing; program revision in the MSOT Occupational Therapy in the Department of Occupational Therapy and MS Physician Assistant in the Department of Physician Assistant Studies within the College of Allied Health Sciences; and a new graduate certificate in Racial Equity Studies in the Department of Special Education, Foundations and Research in the College of Education.

G. General Education and Instructional Effectiveness Committee, George Bailey\*

1. Curriculum and academic matters acted on and recorded in the [January 25, 2021](#) meeting minutes including removal of Domestic Diversity (DD) designation from MUSC 3237 Beginning instruction in Vocal – General Music Education; approval of Domestic Diversity (DD) credit to MIS ~~3603~~ 3063 Introduction to Information Management Systems; approval of Domestic Diversity (DD) credit to MGMT 4242 Organizational Behavior; approvals of the following Honors College spring seminars for Domestic Diversity Designation (DD) or Global Diversity (GD) credit:

- DD – HNRS 2011 Section 004 COVID & History of Pandemics
- DD – HNRS 2011 Section 001 Southern Literature in Film
- GD – HNRS 2011 Section 002 Martial Arts in Cinema
- DD – HNRS 2013 Section 002 Disability in Work Organizations

In addition, approval of Global Diversity (GD) Designation for the following transfer courses: REL 120 Judaism, Christianity and Islam from Kirkwood Community College; ANT 225 Cultural Anthropology from California Baptist University; SSC 305 Global Understanding from Gardner Webb University.

2. Recommendation regarding the use of Survey of Student Opinion of Instruction (SSOI) scores for the 2020-2021 Academic Year (attachment 6).\*

H. Faculty Welfare Committee, Gail Ratcliff

1. Resolution on the Status of Faculty Salaries for the Divisions of Academic Affairs and Health Sciences at ECU (attachment 7)

## VII. New Business

**CALENDAR COMMITTEE REPORT**  
Proposed 2022-2023 University Academic Calendars

**University Academic Calendar - Summer Sessions 2022**

March 25, Friday	Early registration for special populations begins at 1:00 pm.
March 28, Monday	Registration for Summer Sessions 2022 begins.

**First Summer Session 2022**

(5 Mondays, 5 Tuesdays, 5 Wednesdays, 5 Thursdays, 5 Fridays; 1 day for final examinations)

May 13, Friday	Advising, registration and schedule adjustments
May 16, Monday	Classes begin; schedule adjustments.
May 17, Tuesday	Last day for registration and schedule adjustments (drop / add), by 5:00 pm
May 18, Wednesday	Census Day (Official enrollment count taken at 5:00 pm.)
May 30, Monday	State Holiday (no classes)
June 7, Tuesday	Last day for undergraduate and graduate students to withdraw from term-length courses or withdraw from school without grades, by 5:00 pm; block courses may be dropped only during the first 60% of their regularly scheduled class meetings.
June 14, Tuesday	Survey of Student Opinion of Instruction (SSOI) becomes available.
June 20, Monday	Last day for graduate students to submit work for removal of incompletes given during First Summer Session 2021
June 20, Monday	Classes end; last day for Survey of Student Opinion of Instruction (SSOI); last day for submission of grade replacement requests.
June 21, Tuesday	Final Examinations
June 24, Friday	Grades due at 8:00 am

**Second Summer Session 2022**

(4 Mondays, 5 Tuesdays, 5 Wednesdays, 6 Thursdays, 5 Fridays; 1 day for final examinations)

June 22, Wednesday	Advising, registration and schedule adjustments
June 23, Thursday	Classes begin; schedule adjustments.
June 24, Friday	Last day for registration and schedule adjustments (drop / add), by 5:00 pm
June 27, Monday	Census Day (Official enrollment count taken at 5:00 pm.)
July 4, Monday	State Holiday (no classes)
July 15, Friday	Last day for undergraduate and graduate students to withdraw from term-length courses or withdraw from school without grades, by 5:00 pm; block courses may be dropped only during the first 60% of their regularly scheduled class meetings.
July 22, Friday	Survey of Student Opinion of Instruction (SSOI) becomes available.
July 28, Thursday	Last day for graduate students to submit work for removal of incompletes given during Second Summer Session 2021

July 28, Thursday	Classes end; last day for Survey of Student Opinion of Instruction (SSOI); last day for submission of grade replacement requests.
July 29, Friday	Final Examinations
August 1, Monday	Grades due at noon

### Eleven-Week Summer Session 2022

(9 Mondays, 10 Tuesdays, 10 Wednesdays, 11 Thursdays, 10 Fridays; 1 day for final examinations)

May 13, Friday	Advising, registration and schedule adjustments
May 16, Monday	Classes begin; schedule adjustments.
May 17, Tuesday	Last day for registration and schedule adjustments (drop / add), by 5:00 pm
May 18, Wednesday	Census Day (Official enrollment count taken at 5:00 pm.)
May 30, Monday	State Holiday (no classes)
June 21 - 22, Tuesday - Wednesday	Mid-Summer Break
June 29, Wednesday	Last day for undergraduate and graduate students to withdraw from term-length courses or withdraw from school without grades, by 5:00 pm; block courses may be dropped only during the first 60% of their regularly scheduled class meetings.
July 4, Monday	State Holiday (no classes)
July 22, Friday	Survey of Student Opinion of Instruction (SSOI) becomes available.
July 28, Thursday	Last day for graduate students to submit work for removal of incompletes given during the Eleven-week Summer Session 2021
July 28, Thursday	Classes end; last day for Survey of Student Opinion of Instruction (SSOI); last day for submission of grade replacement requests.
July 29, Friday	Final Examinations
August 1, Monday	Grades due at noon

## University Academic Calendar - Fall Semester 2022

(Actual Class Days: 14 Mondays, 14 Tuesdays, 14 Wednesdays, 14 Thursdays, 14 Fridays)

March 25, Friday	Early registration for special populations begins at 1:00 pm.
March 28, Monday	Registration for Fall Semester 2022 begins.
August 19, Friday	Faculty Convocation at 9:00 am; Faculty Meetings
August 19, Friday	Advising, registration and schedule adjustments
August 22, Monday	Classes begin; schedule adjustments.
August 26, Friday	Last day for registration and schedule adjustments (drop / add), by 5:00 pm
September 2, Friday	Census Day (Official enrollment count taken at 5:00 pm.)
September 5, Monday	State Holiday (no classes)
October 8 - 11, Saturday - Tuesday	Fall Break -- Classes resume at 8:00 am Wednesday, October 12.
October 24 - 28, Monday - Friday	Advising for Spring Semester 2023

October 31, Monday	Last day for undergraduate and graduate students to withdraw from term-length courses or withdraw from school without grades, by 5:00 pm; block courses may be dropped only during the first 60% of their regularly scheduled class meetings.
November 4, Friday	Early registration for special populations begins at 1:00 pm.
November 7, Monday	Registration for Spring Semester 2023 begins.
November 8, Tuesday	Election Day / Civic Engagement Day
November 22, Tuesday	Survey of Student Opinion of Instruction (SSOI) becomes available.
November 22, Tuesday	Last day for undergraduate students to submit work for removal of incompletes given during Spring or Summer Sessions 2022
November 23 - 27, Wednesday - Sunday	Thanksgiving Break -- Classes resume at 8:00 am Monday, November 28.
December 5, Monday	Last day for graduate students to submit work for removal of incompletes given during Fall Semester 2021
December 5, Monday	Classes end; last day for Survey of Student Opinion of Instruction (SSOI); last day for submission of grade replacement requests.
December 6, Tuesday	Reading Day
December 7, Wednesday	Final Examinations begin.
December 14, Wednesday	Exams for Fall Semester end.
December 16, Friday	Commencement
December 16, Friday	Grades due at 4:30 pm

## Final Examinations Schedule - Fall Semester 2022

There will be no departure from the posted schedule, except as noted below: All examinations for one credit hour classes will be held during the last regular meeting of the class. Classes meeting more than three times a week will follow the examination schedule for MWF classes. Clinical and non-traditional class schedules, including graduate level courses, may also adopt a modified examination schedule as required. A final course meeting during the exam period is required in order to satisfy the 750 contact minutes per credit hour required by the University of North Carolina Office of the President. Department Chairs are responsible for monitoring adherence to scheduled examination requirements.

Classes beginning 6:00 pm or later are considered night classes. Examinations in classes meeting one night a week will be held at 7:30-10:00 pm on the first night of their usual meeting during the examination period (December 7 - 14). Examinations in classes meeting two or more nights a week and beginning before 8:00 pm will be held at 7:30-10:00 pm on the first night of their usual meeting during the examination period (December 7 - 14). Examinations in classes meeting two or more nights a week and beginning at or after 8:00 pm will be held at 7:30-10:00 pm on the second night of their usual meeting during the examination period (December 7 - 14).

Distance education classes should give their final examinations in a timely fashion to allow submitting grades in time. Classes beginning on the half hour or meeting longer than one hour will have their final examination at the time determined by the hour during which the classes begin (e.g., 9:30-11:00 am TTh classes will follow the examination schedule of the 9:00 am TTh classes; 8:00-10:00 am MWF classes will follow the examination schedule of the 8:00 am MWF classes).

Common examinations, including DE sections, will be held according to the following schedule:

FREN 1001, 2003, SPAN 1001, 2004, GERM 1001	5:00 - 7:30 Thursday, December 8
FREN 1002, SPAN 1002, 2003, GERM 1002	5:00 - 7:30 Friday, December 9
MATH 0045, 1064	5:00 - 7:30 Tuesday, December 13

Time and days class regularly meets	Time and day of final examination
8:00 MWF	8:00 - 10:30 Monday, December 12
8:00 TTh	8:00 - 10:30 Tuesday, December 13

9:00 MWF	8:00 - 10:30 Thursday, December 8
9:00 TTh (9:30)	8:00 - 10:30 Wednesday, December 7
10:00 MWF	8:00 - 10:30 Friday, December 9
10:00 TTh	8:00 - 10:30 Wednesday, December 14
11:00 MWF	11:00 - 1:30 Monday, December 12
11:00 TTh	11:00 - 1:30 Tuesday, December 13
12:00 MWF	11:00 - 1:30 Thursday, December 8
12:00 TTh (12:30)	11:00 - 1:30 Wednesday, December 7
1:00 MWF	11:00 - 1:30 Friday, December 9
1:00 TTh	11:00 - 1:30 Wednesday, December 14
2:00 MWF	2:00 - 4:30 Monday, December 12
2:00 TTh	2:00 - 4:30 Tuesday, December 13
3:00 MWF (3:30)	2:00 - 4:30 Thursday, December 8
3:00 TTh (3:30)	2:00 - 4:30 Wednesday, December 7
4:00 MWF	2:00 - 4:30 Friday, December 9
4:00 TTh	2:00 - 4:30 Wednesday, December 14
5:00 MWF (5:30)	5:00 - 7:30 Monday, December 12
5:00 TTh (5:30)	5:00 - 7:30 Wednesday, December 7

## University Academic Calendar - Spring Semester 2023

(Actual Class Days: 14 Mondays, 15 Tuesdays, 14 Wednesdays, 14 Thursdays, 13 Fridays;  
Effective Class Days: 14 Mondays, 14 Tuesdays, 14 Wednesdays, 14 Thursdays, 14 Fridays)

November 4, Friday	Early registration for special populations begins at 1:00 pm.
November 7, Monday	Registration for Spring Semester 2023 begins.
January 6, Friday	Advising, registration and schedule adjustments
January 9, Monday	Classes begin; schedule adjustments.
January 13, Friday	Last day for registration and schedule adjustments (drop / add) by 5:00 pm
January 16, Monday	State Holiday (no classes)
January 23, Monday	Census Day (Official enrollment count taken at 5:00 pm.)
March 5 - 12, Sunday - Sunday	Spring Break -- Classes resume at 8:00 am Monday, March 13.
March 13 - 17, Monday - Friday	Advising for Summer Sessions and Fall Semester 2023
March 23, Thursday	Last day for undergraduate and graduate students to withdraw from term-length courses or withdraw from school without grades, by 5:00 pm; block courses may be dropped only during the first 60% of their regularly scheduled class meetings.
March 24, Friday	Early registration for special populations begins at 1:00 pm.
March 27, Monday	Registration for Summer Sessions and Fall Semester 2023 begins.
April 7 - 8, Friday - Saturday	State Holiday (no classes)

April 12, Wednesday	Survey of Student Opinion of Instruction (SSOI) becomes available.
April 13, Thursday	Last day for undergraduate students to submit work for removal of incompletes given during Fall 2022
April 25, Tuesday	Last day for graduate students to submit work for removal of incompletes given during Spring Semester 2022
April 25, Tuesday	State holiday makeup day; classes which would have met on Friday, April 7 will meet on this day so there will be effectively the same number of Fridays and Tuesdays as every other weekday during the semester. Tuesday classes will not meet.
April 25, Tuesday	Classes end; last day for Survey of Student Opinion of Instruction (SSOI); last day for submission of grade replacement requests.
April 26, Wednesday	Reading Day
April 27, Thursday	Final Examinations begin.
May 4, Thursday	Exams for Spring Semester end.
May 5, Friday	Commencement
May 8, Monday	Grades due at 8:00 am

## Final Examinations Schedule - Spring Semester 2023

There will be no departure from the posted schedule, except as noted below: All examinations for one credit hour classes will be held during the last regular meeting of the class. Classes meeting more than three times a week will follow the examination schedule for MWF classes. Clinical and non-traditional class schedules, including graduate level courses, may also adopt a modified examination schedule as required. A final course meeting during the exam period is required in order to satisfy the 750 contact minutes per credit hour required by the University of North Carolina Office of the President. Department Chairs are responsible for monitoring adherence to scheduled examination requirements.

Classes beginning 6:00 pm or later are considered night classes. Examinations in classes meeting one night a week will be held at 7:30-10:00 pm on the first night of their usual meeting during the examination period (April 27 - May 4). Examinations in classes meeting two or more nights a week and beginning before 8:00 pm will be held at 7:30-10:00 pm on the first night of their usual meeting during the examination period (April 27 - May 4). Examinations in classes meeting two or more nights a week and beginning at or after 8:00 pm will be held at 7:30-10:00 pm on the second night of their usual meeting during the examination period (April 27 - May 4).

Distance education classes should give their final examinations in a timely fashion to allow submitting grades in time. Classes beginning on the half hour or meeting longer than one hour will have their final examination at the time determined by the hour during which the classes begin (e.g., 9:30-11:00 am TTh classes will follow the examination schedule of the 9:00 am TTh classes; 8:00-10:00 am MWF classes will follow the examination schedule of the 8:00 am MWF classes).

Common examinations, including DE sections, will be held according to the following schedule:

FREN 1001, 2003, SPAN 1001, 2004, GERM 1001	5:00 - 7:30 Tuesday, May 2
FREN 1002, SPAN 1002, 2003, GERM 1002	5:00 - 7:30 Thursday, April 27
MATH 0045, 1064	5:00 - 7:30 Monday, May 1

Time and days class regularly meets	Time and day of final examination
8:00 MWF	8:00 - 10:30 Monday, May 1
8:00 TTh	8:00 - 10:30 Tuesday, May 2
9:00 MWF	8:00 - 10:30 Friday, April 28
9:00 TTh (9:30)	8:00 - 10:30 Wednesday, May 3
10:00 MWF	8:00 - 10:30 Thursday, April 27
10:00 TTh	8:00 - 10:30 Thursday, May 4
11:00 MWF	11:00 - 1:30 Monday, May 1



11:00 TTh	11:00 - 1:30 Tuesday, May 2
12:00 MWF	11:00 - 1:30 Friday, April 28
12:00 TTh (12:30)	11:00 - 1:30 Wednesday, May 3
1:00 MWF	11:00 - 1:30 Thursday, April 27
1:00 TTh	11:00 - 1:30 Thursday, May 4
2:00 MWF	2:00 - 4:30 Monday, May 1
2:00 TTh	2:00 - 4:30 Tuesday, May 2
3:00 MWF (3:30)	2:00 - 4:30 Friday, April 28
3:00 TTh (3:30)	2:00 - 4:30 Wednesday, May 3
4:00 MWF	2:00 - 4:30 Thursday, April 27
4:00 TTh	2:00 - 4:30 Thursday, May 4
5:00 MWF (5:30)	5:00 - 7:30 Friday, April 28
5:00 TTh (5:30)	5:00 - 7:30 Wednesday, May 3

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**Faculty Senate Agenda  
February 23, 2021  
Attachment 2.**

**CALENDAR COMMITTEE REPORT**  
Proposed 2025-2026 Abridged University Academic Calendars

**University Academic Calendar - Academic Year 2024-25**

**Summer Sessions 2025**

<b>First Summer Session</b>		<b>Second Summer Session</b>	
May 19, Monday	Classes begin.	June 26, Thursday	Classes begin.
May 26, Monday	State Holiday (no classes)	July 4, Friday	State Holiday (no classes)
June 23, Monday	Classes end.	July 31, Thursday	Classes end.
June 24, Tuesday	Final Examinations	August 1, Friday	Final Examinations
<b>Eleven-week Summer Session</b>			
May 19, Monday		Classes begin.	
May 26, Monday		State Holiday (no classes)	
June 24 - 25, Tuesday - Wednesday		Mid-Summer Break	
July 4, Friday		State Holiday (no classes)	
July 31, Thursday		Classes end.	
August 1, Friday		Final Examinations	

**Fall Semester 2025**

August 25, Monday	Classes begin.
September 1, Monday	State Holiday (no classes)
October 4 - 7, Saturday - Tuesday	Fall Break
November 26 – November 30, Wednesday - Sunday	Thanksgiving Break
December 9, Tuesday	Classes end.
December 19, Friday	Commencement

**Spring Semester 2026**

January 12, Monday	Classes begin.
January 19, Monday	State Holiday (no classes)
March 8 - 15, Sunday - Sunday	Spring Break
April 3 - 4, Friday - Saturday	State Holiday (no classes)
April 28, Tuesday	Classes end.
May 8, Friday	Commencement

**Faculty Senate Agenda  
February 23, 2021  
Attachment 3.**

**CALENDAR COMMITTEE REPORT**  
Proposed 8-week Block Calendars for Fall 2021 and Spring 2022

**ALTERNATE BLOCK SCHEDULING**

**Fall Semester 2021**

<b>8 WEEK BLOCK 1</b>	
August 20, Friday	Advising, registration, and schedule adjustments.
August 23, Monday	Classes begin; schedule adjustments.
August 25, Wednesday	Last day for registration and schedule adjustments (drop/add), by 5:00 p.m.
September 6, Monday	State Holiday.
October 7, Thursday	Classes end.
<b>8 WEEK BLOCK 2</b>	
October 13, Wednesday	Classes begin; schedule adjustments.
October 15, Friday	Last day for registration and schedule adjustments (drop/add), by 5:00 p.m.
November 24-28 Wednesday-Sunday	Thanksgiving break – Classes resume at 8:00 am Monday, November 29.

December 1, Wednesday	Classes end.

1. Classes meet four days a week, Monday through Thursday (27 class meetings)
2. Class length is one hour and twenty-five minutes (1:25)
3. No final exam period. Final exam is on the last day of class

## ALTERNATE BLOCK SCHEDULING

### Spring Semester 2022

<b>8 WEEK BLOCK 1</b>	
January 7, Friday	Advising, registration, and schedule adjustments.
January 10, Monday	Classes begin; schedule adjustments.
January 12, Wednesday	Last day for registration and schedule adjustments (drop/add), by 5:00 p.m.
January 17, Monday	State Holiday.
February 24, Thursday	Classes end.
<b>8 WEEK BLOCK 2</b>	
February 28, Monday	Classes begin; schedule adjustments.
March 2, Wednesday	Last day for registration and schedule adjustments (drop/add), by 5:00 p.m.
March 6-13 Wednesday-Sunday	Spring break – Classes resume at 8:00 am Monday, March 14.
April 20, Wednesday	Classes end.

1. Classes meet four days a week, Monday through Thursday (27 class meetings)
2. Class length is one hour and twenty-five minutes (1:25)
3. No final exam period. Final exam is on the last day of class

**Faculty Senate Agenda  
February 23, 2021  
Attachment 4.**

**CALENDAR COMMITTEE REPORT**

Proposed move of drop/withdrawal date during the  
Spring 2021 semester to the last day of classes

With the ongoing issues related to Covid-19, the Admissions and Retention Policies Committee discussed several options related to offering a P/F option for classes for the Spring 21 semester. Based on feedback from advisors and faculty members, several issues surrounding P/F policies were identified, and the committee voted against offering this option to students for this semester. Instead, the committee voted to extend the withdrawal date for students from the original Thursday, March 25<sup>th</sup> date to the last day of classes on Tuesday, April 27<sup>th</sup>. This is designed to extend relief to struggling students who would prefer not to take an unsatisfactory grade, but it also limits an unqualified student from advancing through the curriculum. Additionally, it is in line with guidance from the UNC System Office that suggested offering some relief to students. The W taken during this period will not count against the student's four allotted through their academic progression.

Eli Hvastkovs as Chair of the Admission and Retention Policies Committee presented the proposal to the University Calendar Committee which voted to move the withdrawal date for the Spring 2021 semester to the last of classes as mentioned.

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**Faculty Senate Agenda  
February 23, 2021  
Attachment 5.**

**COMMITTEE ON COMMITTEES REPORT**

First reading of proposed charge for the new Standing University  
Academic Committee entitled Committee on Diversity, Equity, and Inclusion

1. Name: Committee on Diversity, Equity, and Inclusion
2. Membership:  
12 elected faculty members. Ex-officio member (with vote): the Chancellor or appointed representative, the Associate Provost for Equity and Diversity or appointed representative, the Vice Chancellor for Student Life or appointed representative, the Executive Director of the Office for Faculty Excellence or appointed representative, the Chair of the Faculty, one faculty senator selected by the Chair of the Faculty, and one student member from the Student Government Association.
3. Quorum: 4 elected members exclusive of ex-officio.
4. Committee Responsibilities:
  - A. The committee reviews and recommends policies and procedures to promote diversity, equity and inclusion within the University.
  - B. The committee promotes and works to enhance the effectiveness of existing DEI policies and programs.

- C. The committee works with the Office of Faculty Excellence to identify and develop appropriate professional development opportunities related to DEI.
- D. The committee works with other Faculty Senate Committees to incorporate DEI principles and practices in all areas of Shared Governance.

5. To Whom the Committee Reports:

The committee makes its recommendations to the Faculty Senate.

6. How Often the Committee Reports:

The committee reports to the Faculty Senate each year at the organizational meeting and at other times as necessary.

7. Power Of the Committee To Act Without Faculty Senate Approval: None

8. Standard Meeting Time:

The committee meeting will meet one Tuesday each month.

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**Faculty Senate Agenda**  
**February 23, 2021**  
**Attachment 6.**

**GENERAL EDUCATION AND INSTRUCTIONAL EFFECTIVENESS COMMITTEE REPORT**

Recommendation regarding the use of Survey of Student Opinion of Instruction (SSOI) scores for the 2020-2021 Academic Year

The Committee voted to recommend that the Survey of Student Opinion of Instruction (SSOI) results be distributed and used in annual evaluations as required by the *ECU Faculty Manual*. The Committee requests that the Interim Provost send a memo to faculty encouraging them to encourage their students to complete the spring SSOI. The Committee requests that the Interim Provost remind unit administrators to use the SSOI results in accord with the requirements of the *ECU Faculty Manual* policy on evaluating teaching (see [Part VIII.I.III Annual Evaluation, subsection 1. Teaching](#)).

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**Faculty Senate Agenda**  
**February 25, 2021**  
**Attachment 7.**

**FACULTY WELFARE COMMITTEE REPORT**

Resolution on the Status of Faculty Salaries for the Divisions of Academic Affairs and Health Sciences at ECU

The Faculty Welfare Committee met with Institutional Planning, Assessment, and Research to discuss the 2018-2019 Faculty Salary Compression Study and the changes the Committee would like to see in future studies.

RESOLUTION ON THE STATUS OF FACULTY SALARIES FOR THE DIVISIONS OF ACADEMIC AFFAIRS AND HEALTH SCIENCES AT ECU AS FOLLOWS:

*Whereas*, salary compression and inversion s a major factor in low morale among the ECU faculty, which additionally affects productivity and risks the loss of qualified faculty to other institutions.

*Whereas*, ECU retained Sparlin Law Office, PLLC to conduct a faculty salary equity study 2014 for Academic Affairs (hereafter AA), who adopted a “low-end outliers” definition according to a 0.1 standard deviation, i.e., individuals whose actual salaries were at least 0.1 standard deviation below their predicted salaries. The final report was published in Dec. 2015 and salary adjustments were made according to this threshold in 2016 and 2017 after taking performance into consideration.

*Whereas*, Faculty Senate resolution #18-26 recommends that an advisory group or task force be developed, which includes a member of the Faculty Senate Welfare Committee in the interest of shared governance, to “develop salary predictors used in generating data in future faculty salary studies” and recommended the “use of established benchmark expectations for faculty salaries involving years of experience and rank.”

*Whereas*, IPAR undertook an exhaustive review of tenure-track and tenured AA and Health Sciences (hereafter HS) faculty salaries during the 2018-19 academic year, in consultation with two Advisory Groups (one representing AA and the other representing HS) that oversaw the data analysis and methods for salary predictors, and adopted the following definition for “low-end outliers”: individuals whose actual salaries were at least 0.75 standard deviation below their predicted salaries.

*Whereas*, IPAR undertook an exhaustive review of AA fixed-term faculty salaries during the 2019-2020 academic year, in consultation with an Advisory Group who approved the final regression models, provided feedback, and unanimously approved the final report. This report adopted the same definition for “low-end outliers” as in the 2018-19 Faculty Salary Compression Study as well as two regression-models for statistical analysis.

*Whereas*, IPAR presented a summary of meetings, methodologies, and numbers of faculty members who were identified by the studies to the Faculty Senate at the April 2019 and October 2020 meetings.

*Whereas*, IPAR provided statistical models to predict faculty salaries.

*Therefore Be It Resolved*, that the Faculty Senate recommends to the Chancellor:

1. Review the salaries of the faculty members (including all full-time fixed-term, tenure-track, and tenured) identified by the IPAR reports and bring their salaries closer to their predicted salary by an increase of 50% of the difference between the predicted and actual salaries.
2. Establish salary studies on a five-year cycle to identify faculty whose salaries fall below predicted values.
3. Define “low-end outliers” as faculty whose actual salaries fall below 0.5 standard deviation below predicted salary.
4. Address the salary inequities that the cyclical studies identify.