



2020-2021 FACULTY SENATE

FULL MINUTES OF JULY 21, 2020

[WebEx Meeting Recording](#)

The special meeting of the 2019-2020 Faculty Senate was held on **Tuesday, July 21, 2020**, at 2:10 as a WebEx meeting.

Agenda Item I. Call to Order

Purificación Martínez, Chair of the Faculty, called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of Minutes

The [July 7, 2020](#) meeting minutes were approved as presented.

Agenda Item III. Special Order of the Day

A. Roll Call

Senators absent were: Professors Stokes (Allied Health Sciences), Bolin (Medicine), Treadwell (Medicine), Tuttle-Newhall (Medicine), and Arnd-Caddigan (Social Work).

Alternates present were: Professors Marsan (Biology), Reed (Business), Anderson (Education), Greer (Medicine), DiMartino (Music), Beck (Nursing), and Olson Lounsbery (Political Science).

B. Announcements

Chair Martínez announced that she was informed that all signage for the campus has been ordered and will arrive no later than July 29th, and that we should expect a drastic change on how our buildings and classrooms look in the next few weeks.

Martínez shared that if faculty wish to use a face shield instead of a face covering that units can order reusable face shields.

Wendy Creasey offered assistance to faculty members who have questions or concerns about technology in their classrooms and shared that if she does not know the answer, she will be able to let faculty know who is the appropriate person to contact. Martínez said to be aware that if faculty members wish to use a microphone, they would need to order them according to instructions provided by unit administrators to ensure that the microphone will be appropriately wired in the classrooms.

The UNC Board of Governors meets July 22 and 23. Information can be found at their webpage (<https://www.northcarolina.edu/apps/bog/index.php>). Martínez said that more information may be presented about Governor Ramsey's directive. According to the posted agenda, the Board of Governors Committee on Personnel and Tenure will be considering a proposed change to the System's Chancellor Search Policy. Regarding ECU's search for a Chancellor, the search committee intends to meet on July 21-22 to start screening of candidates. Chair Davenport prefers a face-to-face meeting, if possible. On July 7th, he informed the Board of Trustees that there is a robust pool of highly qualified candidates.

Martínez reminds faculty of the call for volunteers interested in serving as representatives of the Chair of Faculty or the Faculty Senate. In two weeks, the Faculty Officers will be filling those positions that Martínez will then appoint those positions. Martínez stated that, “if there ever was a need for strong Faculty Senate Committees, it is now. We need you, shared governance is at peril, please come and help.”

Faculty Convocation will air live on August 7th at 9:00AM. The agenda will be circulated later this week.

Speaking privileges have been granted to Vice Chancellor Sara Thorndike and the executive board of the ECU AAUP chapter.

C. Ron Mitchelson, Interim Chancellor

Interim Chancellor Mitchelson expressed his gratitude to the senators and to the work the university is doing to for a safe and productive reopening.

Chancellors heard from Chair Ramsey we would be reopening in person. He said that students are excited to be back on campus. 30 days out from census and we are up slightly in headcount and less than one half of one percent on credit hours. He stated have done a remarkable job at inviting students back to Greenville to be in classrooms with us and to provide a learning environment for them. “Thank you, loud and clear”.

Mitchelson admitted surprise and shock by Chairman Ramsey’s directive on the set of plans with the headline of the university preparing for fifty percent cuts. Mitchelson has had conversations with Chairman Ramsey on reopening successfully. He reminded the Senate of the revenue streams within the budget with the receipt-based ones being housing, dining, the bookstore, traffic and parking, ECU Physicians, and athletics. Tuition and mandatory fees are also included, as are state appropriations. ECU’s total budget is 926 million dollars including all of those sources. As the university considers the total impact to the budget from COVID-19, all of those sources could be affected. The impact would likely be spread over two fiscal years. This fiscal year, ECU will open, but in the event that the campus pivots to remote instruction, there would be significant effects to our receipt-based activities within this fiscal year. Right now there have been no budget cuts from state appropriations. We still have tuition and mandatory fees to think about, but those have been stable and healthy thanks to the university’s collective effort. We would not expect a budget cut for this fiscal year. We have seen past reversions which is a temporary give-back to appropriated money, but that is not expected. In the following year, the fall of 2021, his hope is that COVID-19 is in the rear-view mirror and that housing, dining, and the bookstore are serving our students. The university should worry about a reduction in state appropriations in that fiscal year.

Mitchelson’s interpretation of where the university would be in terms of a cut budget-wise had been 5-15%, so these recently released 25-50% figures refers to the total budget, not just the state appropriations. The university does not know for sure if the discussion would lead to permanent or one-time cuts as neither have been specified.

ECU’s scenario planning preceded the directive from Chair Ramsey. The university has been thinking of a 5-15% range and has completed some impact analysis to that amount to the university’s budget. No plan has been made, as the university has been very busy planning for reopening. While ECU

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knew our budget would be an issue, the Return of Pirate Nation gained the university's full attention. The report has 7 different reduction levels from no reduction to the draconian fifty percent level reduction. More likely will be a 5-15% cut for state appropriations. There is hope tuition and fees remain healthy; right now, that looks very healthy. The notion we would see a fifty percent shortfall in total budget is a bit shocking and does not mean it would be a realistic projection. In the words of Chairman Ramsey, it would be a "worst-case scenario". With fifty percent budget reduction, ECU would see an estimated 350 million dollar shortfall, and that would be driven by presumptions about enrollment. The Cabinet met to discuss what the scenarios might look like. VC Thorndike was on a call with other UNC CFOs, and there were more questions than answers. Chancellor was on a call with other UNC chancellors this morning and experienced much of the same; they wondered why they have to answer this directive when universities are focusing on successfully reopening right now. A report is due this Friday; ECU divisions are collecting this information to compile into the report to the system office. The report cannot possibly contain some of the detail that would need to be generated at some point. "Shuttering programs" cannot be determined from one Friday to the next Friday. Mitchelson's promise to the faculty is that, regardless of the budget shortfall the institution faces over the next couple of fiscal years, ECU will have deliberate planning. The university has done similar work in 2012 and 2014 with fiscal sustainability work on program changes, consolidating services, and the elimination of the administrative structure of the College of Human Ecology where programs were redistributed. Half of both of the committees consisted of faculty members. A fiscal sustainability taskforce will be created in the fall of 2020 around early September, as the university works on potential budget shortfalls. The Chancellor promised that we will follow a deliberate process in accordance with the faculty manual, similar to previous processes.

Questions

Professor Fuh (Medicine) asked: since the biggest risk seems to be state appropriations, what percentage of ECU budget is state appropriations?

Chancellor believes that from the \$926 million budget it is about 23%.

Professor Pearce (Sociology) asked what is our university's organized approach at the state and federal level?

Chancellor shared this was actually the focus of today's chancellors' meeting. He said that there are people who are asking these questions at the system level to the state and federal level.

Professor Bauer (English) asked how does the BOG determination to bring students back to campus comply with Governor Cooper's stance on 10 people or less in gatherings.

Chancellor responded that the universities are not part of the gathering of ten rule. We are going to do the best we can to host the students in our community and our campus.

Professor Shinasi (Foreign Languages and Literatures) asked if there is going to be a program re-prioritization process, would the faculty be involved at every stage.

Chancellor replied yes and stated that half of the past committee were members of faculty the last time, including the chair.

Professor Su (Geography, Planning, and Environment) asked what the percentage of budget is for faculty salaries.

Chancellor estimates it is close to 80 percent of the Academic Affairs budget .

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Professor Greer (Medicine) asked for a status update on the Chancellor Search and inquired if this the best time to search for a new chancellor when we have all of these fiscal concerns.

Chancellor said we have a new system president, and he got to meet the new Chancellor at Charlotte today. He is anxious to get this process moving.

Professor McKinnon (History) asked who in the faculty is involved in our response for Friday's report, especially as a permanent Chancellor may take the report into consideration.

Chancellor stated that the responses are aggregated categories, no specifics on programs or employees. He said we can't tell the BOG which programs we would shutter. This process is currently mechanical, at an accounting level.

Professor Scott (UNC Faculty Assembly Delegate/Academic Library Services) asked if he knows what other chancellors are submitting by Friday.

Chancellor believes there will be likely be a variety of responses from the system's CFOs as no template was provided. The total budget is being asked about, not just the state appropriations

Professor Su (Geography, Planning, and Environment) asked if since so much of the budget is faculty salary (80%), if those amounts would then need to decrease substantially.

Chancellor shared that much of the total budget is outside of the instructional domain (i.e. housing, dining, athletics, ECU Physicians). His reference to 80% was for Academic Affairs. It will be hard to avoid a reduction of faculty positions.

Professor Bauer (English) asked if EPPC is involved in putting together the report for Friday.

Chancellor replied that it is only the Cabinet (Vice Chancellors and the Athletic Director) as it is an accounting exercise with no specifics. When we do work on the real committee work, there will be a very loud faculty voice.

D. Purificación Martínez, Chair of the Faculty

Chair Martínez's full remarks are below:

"I wish I could bring you words of encouragement and reassurance. I can't. I am baffled. I simply do not understand the reasons that motivated Governor Ramsey to issue a directive to plan for scenarios as draconian as those presented in his request. In the past four days, I have heard a lot that the reasons are deeply political. I am not Machiavelli, but, is this directive a strong-arm play with legislators, administrators, faculty? Because I don't see any winners here. We have now a group of chancellors who are taking precious time, focus and resources away for planning a post COVID-19 campus. We have faculty whose concerns about health have been paired with concerns about employment and who feel voiceless and dispensable. Since March, we have seen the entire system of check and balances known as shared governance eroded and dismissed. How is higher education going to survive without us? How can someone think that our expertise is irrelevant? And then there are the parents and students. If I am baffled, they must be positively perplexed.

When I read Governor Ramsey's statements, one thing came loud and clear through: "Open face-to-face; regardless of health, the show must go on." I will teach this semester face-to-face. I am worried and concerned about my health, my students' health and the health of my community. I believe that we have been presented with a false dichotomy between public

health and economic prosperity. I also believe that not enough weight has been given to scientific expertise in the decisions that this nation has been making. Maybe, if they let us do our job safely and with the necessary resources, we will be able to change the anti-intellectual stance that has plagued this nation from its birth.”

Questions

There were no questions for Chair Martínez at this time.

E. Question Period

Professor McKinnon (History) shared a concern on the decisions made on the block scheduling and face-to-face format not involving faculty and asked how faculty are involved in the process with the report that is due on Friday.

Chair Martínez shared that she met with the Chancellor to discuss this item yesterday afternoon and received similar information that he shared at today’s Faculty Senate meeting. She asked if the faculty and the EPPC would be given a copy of the report. Chancellor Mitchelson shared with her that he had no concerns with sharing the report and that it would be in an aggregated form with no specificity, and that he would let us know if he learned something different from a meeting w/UNC. Chair Martínez said that EPPC Chair Mark Bowler was contacted. She plans to follow up to ensure that we follow our normal shared governance procedures and that we receive these reports.

Professor Su (Geography, Planning and Environment) inquired if there would be any acknowledgement from Chancellor’s office or beyond on if we would be going online-only as the default learning model to prevent a shutdown on the campus and how to prevent a significant impact on the budget. ECU’s receipt-based income would be different if we were online-only. Chair Martínez assumes our default is teaching face to face but will share this question with the Chancellor.

Professor Schinasi (Foreign Languages and Literatures) said he assumed that administration is keeping track of infections on campus and worries we would publicize this information. His fear is that the number will be sent to the Pitt County Health Department, which he believes could dilute the numbers for the full county. He asked if there was discussion on reporting of these figures. Chair Martínez shared that there had been a prior request for a public health dashboard for ECU cases. The link for the dashboard was added by meeting attendees to the chatbox:
<https://news.ecu.edu/coronavirus-updates/confirmed-cases/>.

Professor Wolf (Physics) asked what percentage of our budget is in Academic Affairs. Chair Martínez does not have those figures, but she will get that information sent to him. She then reiterated the Faculty Senate needs people to volunteer to be at the table in the committees mentioned by the Chancellor.

Professor DiMartino (Music) said the Chancellor indicated that if we were to go to an online-only model, we would lose receipt-based income. He is curious what percentage of our overall budget that amount is. Chair Martínez responded the receipt-based areas include departments like student affairs, parking, athletics, housing, and dining are based on receipts (operational funds are earned outside of state appropriations).

ECU has seen a lot of employee furloughs in those areas. If the university was going to a distance-only model, she believes that ECU may see more furloughs and RIFs. She then shared that Past Chair Popke added to the chatbox, that our overall budget includes revenues that are 10% receipt-based and 33% state appropriations (see: <https://www.ecu.edu/cs-acad/fsonline/customcf/committee/ub/2019/ubcbudgetprimer2019.pdf>)

Agenda Item VII. New Business

Professor Scott (UNC Faculty Assembly/Academic Library Services) presented the Resolution on Budgetary Shortfalls and Faculty Terminations of Employment that was approved by the ECU Chapter of the American Association of University Professors (AAUP).

Professor Haberstroh (Health Sciences Library) asked about item 4B about the request for cuts to noneducational programs and services, including expenses for administration. She is curious if this item impacts SHRA positions--staff, Facilities, Libraries, and academic units or just toward the administration level, such as salaries.

Professor Scott believes the libraries would be included in the educational programs at ECU. Administrative expenses would be considered non-educational. He asked if anyone would like to make an amendment to remove that and shared he thought this might mean departments like Athletics, Parking, and other departments like that.

Professor Popke (Former Chair of Faculty/Geography, Planning, and Environment) shared the end of this language came from Section 605 of the UNC Code and Part IX of the Faculty Manual. Those sections use the words "program elimination or curtailment". He would like "or curtailment" to be added to the resolution.

Professor Scott said he would consider that a friendly amendment, if appropriate.

Professor Su (Geography, Planning, and Environment) mentioned this resolution uses the title "interim chancellor". As we don't know how long we will have an interim chancellor, would it be more appropriate to change that title reference?

Professor Scott said this resolution refers to what the interim chancellor has done in the past

Professor Martin (Health Education & Promotion) is wondering if fixed-term could be included with tenure, tenure-track, and contingent in the statement or if "contingent" covers fixed-term faculty. Professor Scott said that he believes that fixed-term is included in contingent faculty, per definitions from AAUP and also in the UNC Code. Professor Scott also shared that he believes that cutting fixed-term faculty would be up to EPPC. He then said the resolution is coming because we haven't had input in other areas like the 8-week block, and he said the resolution is to ensure participation by faculty in these types of decisions.

Professor Thomson (Medicine) stated that for various reasons, many faculty in the Brody School of Medicine (BSOM) are fixed-term and are higher income earners. Many at BSOM have been putting lives on the line to see patients who have or are suspected to have COVID-19. He is not sure if this resolution targets the BSOM, but he thinks it could and that needs to be acknowledged.

Professor Scott said we could revise this section of the resolution related to higher income earners. Chair Martínez confirmed on behalf of the parliamentarian that some minor wordsmithing can occur.

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Professor Wolf (Physics) asked about the title of the resolution and inquired if the title should refer to the Faculty Senate instead of the AAUP.

Professor Scott said the title could change if this resolution was adopted.

Professor Martínez shared that in the past we have endorsed resolutions by other external bodies; then it becomes a Faculty Senate resolution.

Professor Moss (Dental Medicine) supported the point made by Professor Thomson in that Dental Medicine also has a lot of fixed-term faculty that meet that category.

Professor Fuh (Medicine) emphasizes the compensation at BSOM is two-part. If we are looking at salary reduction, we should look only at the non-negotiated part, not the part paid by ECU Physicians.

Professor Cote (Medicine) shared the same sentiments as the above in that she puts her life on the line every day she works as do the fixed-term faculty in her unit.

Professor Sluder (Dental Medicine) shared the same sentiments as those from BSOM and Dental Medicine. Most of their faculty are fixed-term.

Professor Thomson (Medicine) motioned to replace wording in 4D and 4E with “Furloughs and pay cuts that minimize the financial hardship to the individual faculty members” and “Progressive pay cuts that minimize the financial hardship to the individual faculty members”.

Professor Su (Geography, Planning, and Environment) said he does not have enough information on how the university’s budget works, like how the Division of Health Sciences budget works with the university’s budget.

Professor Popke (Past Chair/Geography, Planning, and Environment) requested to add “or curtailment” following “program elimination”.

Professor Ticknor confirmed we can combine all proposed edits to the resolution into a single motion.

Professor Haberstroh (Health Sciences Library) inquired if we would be able to amend Thomson’s proposed phrasing from “faculty members” to “employees”?

Professor Wolf (Physics) requested to change the reference within the resolution from “Interim Chancellor” to “Chancellor”.

Professor Thomson (Medicine) requested to change the resolution title from AAUP to Faculty Senate.

Professor Bauer (English) requested clarity on the Chancellor wording and should we keep AAUP and Faculty Senate.

Chair Martínez said the Interim Chancellor has already received this resolution.

Professor Popke suggested that the term Chancellor refers to our Interim Chancellor, as well.

Professor Scott suggested removing AAUP references.

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The resolution was adopted with requested edits. **RESOLUTION #20-47**

There being no further business, the meeting adjourned at 3:56 pm.

Submitted by,

Marlena Rose
Secretary of the Faculty
Health Sciences Library

Rachel Baker
Faculty Senate

FACULTY SENATE RESOLUTIONS APPROVED AT THE JULY 21, 2020 MEETING

Resolution #20-47

Resolution on Budgetary Shortfalls and Faculty Terminations of Employment.

The original resolution was approved by the ECU Chapter of AAUP and the Faculty Senate approved the amended version of the resolution, below:

Whereas ECU values the decision-making responsibilities of the faculty, especially in exigent times, and that ECU has affirmed a process of full faculty involvement in PART IX.II.7VII.A.1 of the Faculty Manual which begins with the full collaboration between the Chancellor and the Educational Policies and Planning Committee (EPPC);

Whereas Part IX details a rigorous protocol guiding termination of faculty and programs to protect the academic integrity of the University;

Whereas any dismissal during the period of contract permits any faculty member to seek a full due process hearing in which the burden of proof is borne by the administration;

Whereas the Chancellor, during the pandemic of 2020, has reported steep revenue shortfalls requiring cuts to athletic programs and significant numbers of non-academic furloughs; and

Whereas ECU defines Financial Exigency as: (PART IX.II.7VII.A.1) "...a significant decline in the financial resources of the institution that is brought about by decline in institutional enrollment or by other action or events that compel a reduction in the institution's current operations budget"; now, therefore be it

Resolved, that in the event the Chancellor considers faculty terminations of employment (tenure, tenure-track or contingent) or program elimination or curtailment, the ECU Faculty Senate urges the Chancellor first to:

- 1) formally consult the Budget Committee regarding any institutional restructurings through a report that specifically states the budgetary shortfalls to the various colleges and other fiscal projections;
- 2) make every attempt to reallocate existing resources to academic programs before considering closing them;
- 3) target any additional funds made available to campus toward maintaining the academic integrity of the institution, unless it is explicitly and statutorily targeted elsewhere by the funding agent;
- 4) enact the following strategies to protect academic programs given the likelihood of further

significant declines of revenue, including but not limited to:

- a) Deferral of nonessential capital expenditures and
 - b) Cuts to noneducational programs and services, including expenses for administration;
 - c) Expenditure of one-time money or reserves as bridge funding,
 - d) Furloughs that minimize financial hardships to the individual employees,
 - e) Progressive pay cuts that minimize financial hardships to the individual employees,
 - f) Deferred-compensations plans,
 - g) Early-retirement packages,
- 5) consult with the EPPC, as outlined in Part IX of the Faculty Manual, in order to apprise the faculty of any deepening and worsening of the financial crisis at hand and, if he is considering a reduction in fixed-term or probationary-term faculty, that he follow the spirit of the reconsideration process by engaging the EPPC in discussions about any substantial reduction of faculty based on budgetary shortfalls;
 - 6) Engage and seek the recommendations of the Faculty Senate, the EPPC, and the Budget Committee, with full transparency and at the earliest opportunities, on any action related to a declaration of financial exigency;
 - 7) establish, upon receipt of the EPPC's recommendations, an ad hoc Faculty Advisory Committee, members of which should include full-time non-administrative and contingent faculty, empowered with the information considered in any prior reports, and the ability to interview appropriate persons, who shall make recommendations about any faculty terminations of employment; and,
 - 8) offer contracts to any fixed-term or probationary-term faculty who are terminated before hiring any new faculty in their place, as in the spirit of the Part IX reconsideration provisions for tenured faculty.

Adopted by vote of the Faculty Senate on July 21, 2020