



2020-2021 FACULTY SENATE

FULL MINUTES OF SEPTEMBER 1, 2020

[WebEx Meeting Recording](#)

The special meeting of the 2020-2021 Faculty Senate was held on **Tuesday, September 1, 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 [August 4, 2020](#) meeting minutes were approved as presented.

Agenda Item III. Special Order of the Day

A. Roll Call

Senator absent was: Professor Treadwell (Medicine).

Alternates present were: Professors Stan Eakins (Business), Annette Greer (Medicine), Laxmansa Katwa (Medicine), and Mikkaka Overstreet (Education).

B. [Announcements](#)

Chair Martínez did not have any points from the Announcements to highlight for this meeting.

Speaking privileges have been granted to Jan Lewis, Beth Ketterman, Joseph Thomas, John Stiller, Mark Sprague, and any members of the standing University committees reporting today.

C. Vern Davenport, Chair of the ECU Board of Trustees and Chancellor Search Committee

[Note from the Secretary: Due to technical difficulties, this item of business occurred later during the actual meeting, but the following reflects Chair Davenport's comments once technical difficulties were resolved.]

Chair Davenport thanked the faculty and appreciates the transition and commitment to the university in these unprecedented times. Regarding the Chancellor Search, it was suspended in the early spring during a time of uncertainty surrounding the pandemic. A great search committee had been formed, and his plan was to keep them together to engage in meeting in a face to face fashion. Davenport acknowledged Interim Chancellor Mitchelson's great leadership in these times and his commitment to remain seated as the search process continues. Davenport is convening the search committee next Friday. The leadership qualities and the solicitation for the next chancellor were developed in conjunction with the UNC General Administration and have been publicized. The committee has received those applications, though the application process will remain open until the committee reconvenes next Friday.

The committee has a robust set of candidates to evaluate and will be reviewing those after the Board of Trustees meeting at a face-to-face meeting to hopefully narrow down to 8-12 candidates who would be invited to a video interview. From there, the committee will bring finalists to campus, depending on progression of the pandemic, to meet with a broad constituency including faculty, staff,

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students, alumni, and administration. Following campus visits, the search committee would narrow down to a minimum of two candidates to send to the Board of Trustees. With that support, those candidates would go to UNC System President Peter Hans who will make the final selection. If he or the Board of Governors rejects the suggestions, a new slate will eventually be brought to the System President and the Board of Governors. The goal is to have a new Chancellor in place by early spring. The leadership statement the committee has online is about sustaining access and affordability for students, continuing the elevation of the university brand, leading efforts regarding financial stability—which is important in terms of both state funds and service-generated revenue. The leadership statement is also about driving regional transformation, advancing healthcare education, leadership, and ECU's relationship with Vidant, transforming and continuing to grow the enrollment strategy, fostering university governance, and setting a strategy for ECU—which will be different on the other side of the pandemic than it was coming into the pandemic. Davenport is proud of the search committee that was formed and the broad constituency it represents. He is happy with the latitude given by Chancellor Mitchelson to go through the process in a pragmatic and thoughtful way, and Davenport is excited about the candidate pool. There are almost 70 candidates in the pool with a large amount of materials for review, and the CVs are robust.

Davenport acknowledged a resolution regarding the candidate search process, and shared that the new system president, Peter Hans, has initiated some revisions to the chancellor search process and the bylaws. Davenport is aware of the intent of those changes and has spoken with the Board of Governors and the system president about these. He stated that the intent is to develop a pipeline of candidates within the UNC System. He believes the UNC System is successful and robust and not having an extraordinary strong bench for leadership positions would seem to be a missed opportunity, given the talent identified inside the state system. Candidates for this search did not present as robust a slate of potential candidates from within the UNC System who were ready for the next opportunity, so Davenport believes that Hans is taking this search as an opportunity to fix that; that this is what the new bylaws are meant to address. The revisions are meant to support development of a bench of candidates and to allow for every opportunity to have the system president take the best of that bench and then insert them into the search committee process for consideration ~~and for the president's consideration~~. Davenport supports that process given his experience in this search committee and relative to the candidate pool but said that in no case would ECU be in a situation where the system president selects a candidate who has not gone through the search committee vetting process. He believes that the ECU chancellor position is an unbelievable opportunity for the right candidate; and while there is no perfect candidate for ECU, the committee is looking for the perfect person. The job is enormous, 24/7, the successful candidate lives in a fishbowl, and all constituencies have priorities that need attention. The chancellor must be focused on students, ECU's mission, the faculty, staff, and regional transformation.

Questions

Professor Bauer (English) provided her question: "The last time you visited the Senate, you heard faculty members, one after the other, give a variety of reasons why university chancellors should be academics. Since the pandemic, I wonder if you and other members of the search committee have come to understand what we were talking about when we noted that only an academic can bring to the job the understanding of the full constituency of a university, including, for example, students. Unlike the members of the BOG who mandated the returns to campus, faculty knew that all students were not going to social distance once brought together in Greenville. I know it's been a while since that meeting, and I guess I am seeking the reassurance that our many reasons for hoping our next chancellor, like our current one, is an academic have not been forgotten during the long pause the

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search was put on. And whether you are still planning to hire the search firm you told us would be hired if you determine the candidate pool is not deep enough in terms of academic experience and diversity. Related, our chancellor and her or his administrative team need the power to make decisions based on their understanding of their constituencies, or at least to advise a Board that is listening and respecting their expertise, recognizing that a university is not “in business,” that education cannot be thought of in business terms.”

Davenport responded that Chancellor Mitchelson has been providing the committee with the opportunity to find the right person. His commitment is solid now as it was in that point of time as to if we go through the process and do not find the right candidate, a consultant will be hired and will go look again. Davenport is not worried about the timeframe, as Chancellor Mitchelson has given the committee all the latitude to do this the right way and find the right candidate. As the chancellor search has a diverse search committee, there is also a diverse pool of candidates. Davenport is highly confident there are a lot of academics in the pool for consideration. While it is very difficult to find the perfect candidate, his hope is to seek the perfect person who can build the right team to address all the priorities, strategic initiatives, and all the work that lies ahead, with the ability to focus on students, faculty, staff, and the service mission of ECU.

Professor Ticknor (Education) asked if faculty will get to meet candidates when and if they are on campus and if faculty would get a chance to meet with candidates as a group or together with staff. Davenport replied that a lot of constituent groups will meet the candidates and that there will be a much broader group of faculty members than what is represented in the search committee. The search committee will aid in determining who is in those groups. Davenport cannot imagine a scenario where the committee would bring a candidate to campus, and they would not have the opportunity to get in front of faculty, staff, and students as part of their visit. These constituents partly get to know and interview the potential candidate, and the search committee seeks that kind of input. At the same time, the candidate pool is confidential, as are the visits. Those who participate in sessions meeting with candidates while on campus would treat it confidentially as many of these candidates are currently in positions where they have been very successful in delivering on their mission and obligations at those institutions and would like to protect the relationship with their current employer.

Professor McKinnon (History) asked if Chair Davenport may be able to speak generally about the diversity of the candidate pool in terms of gender or other categories of diversity. Davenport replied there is generally a diverse pool of chancellor candidates and that the committee intently worked to ensure a diverse pool. He shared that was one of the advantages of working with the General Administration team as they have been awesome in partnering with the search committee on this process to ensure that candidates of all backgrounds, including gender, would be a part of this pool. Davenport stated they are and that he is really pleased with the work and that this is a phenomenal opportunity in higher education.

D. Ron Mitchelson, Interim Chancellor

Interim Chancellor Mitchelson thanked the senators and senate leaders for their service. He was asked to respond to two prompts: budget pressures and libraries. He was also asked to comment on enforcement. He welcomed Jan Lewis, Beth Ketterman, and Joseph Thomas to speak on behalf of the Libraries.

1. Budget Pressures and Libraries

Director Jan Lewis (Academic Library Services) began by sharing that big electronic journal packages have been used in academic libraries for the past two decades. Libraries used this concept due to preset annual rates with predictable cost increases when subscribing to larger amounts of titles from a publisher. A publisher's entire catalog would be available at a relatively low cost per use, and this method of procurement was an easy method to administer journal subscriptions. Big Deals began around 2001, but over the past two decades, the cost has since outpaced the library budgets. The collections budgets of academic libraries may have disproportionately supported "Big Deals". Over the last decade, particularly within the past two years, many libraries have begun exiting Big Deals.

Some of the terms of Big Deal agreements, such as non-disclosure agreements and having to pay for unwanted or unneeded titles, are onerous to academic institutions. Libraries exit Big Deals for a variety of reasons, but budgetary considerations generally play a large role. Libraries may want to allocate more resources toward support of Open Access publishing, a current prioritization at ECU. Louisiana State University, Oklahoma, West Virginia, Temple, UNC Chapel Hill, Florida State, and the University of California system, have canceled at least one Big Deal. In most cases, these institutions have placed some individual journal subscriptions instead. The University of California system initially decided not to subscribe to any Elsevier titles in favor of a refocus of resources on developing a sustainable publishing environment, but they recently announced they are re-entering negotiations with Elsevier. In FY2007-2008, before the first major round of budget cuts, the ECU Libraries' collections budgets totaled \$6.9 million; the Elsevier Big Deal cost \$733,000. This was considered a good deal for our predecessors at that time.

Since that time, the libraries have sustained several budget cuts. Academic Council consistently asked the Libraries not to cut the Virtual Library budget (that pays for the Big Deal journal packages and additional resources needed by both the Academic Affairs and Health Sciences Divisions), so that budget was protected at a time when other acquisitions budgets at the Libraries took hits. During some of the years since 2007, the Libraries did receive some enrollment increase money, with the bulk being allocated to the Virtual Library budget. Still, the Libraries have been in a deficit situation. Academic Affairs and the Division of Health Sciences additionally permitted the Libraries to use nonrecurring funds to supplement collections budgets. Over the past year, the Libraries additionally used library operating budgets and non-state funds (private funds) to supplement the Libraries' collections expenditures. The Libraries' collections budgets are now just over \$5 million dollars, so this is down from nearly \$7 million. And, the prices the Libraries now pay for resources have increased substantially over this time period. Many of the Libraries' vendors, including Elsevier, have agreed to hold subscription prices stable for this fiscal year.

However, the current budget shortfall is \$700,000 to retain existing collections. ECU does not have funds to cover the shortfall. The Elsevier Big Deal payment this year was scheduled to be \$1.38 million, which is nearly double the price for ECU Libraries in 2007-2008. ECU has decided to exercise an early termination clause for the subscription agreement. Early exit is permitted due to an "insufficient budgetary allotment from the government". The Libraries are scheduled to exit the Elsevier ScienceDirect Freedom Collection Big Deal on December 31, 2020. The license agreement has one more year to run, and the Libraries' directors had talked with Executive Council, Academic Council, and other groups about the situation, and there was total support to exit the agreement with Elsevier at the end of 2021. However, due to the situation the Libraries are now in with a \$700,000 shortfall, and with the knowledge there will be no one-time funds issued to the Libraries by the

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University this year, the Directors drafted a letter, which was reviewed by the University Attorney's office, and then signed by Provost Hayes, Vice Chancellor Stacy, Director Ketterman, and Director Lewis, with a copy to the Chancellor. The letter was then sent to Elsevier in late July.

Director Beth Ketterman (Health Sciences Library) then provided updates on how the Libraries plan to move forward with collections. The conversations regarding leaving the Big Deal began with Academic Council along with other groups including University Research Council, divisional Deans, and the Faculty Senate Libraries Council, and the Harriot College Dean's Office and Chairs Group.

The Elsevier Big Deal is the ECU Libraries' largest license agreement. At nearly \$1.4 million, it roughly equals the total cost of the next six-largest electronic journal packages combined; thus, the Elsevier Big Deal would be the most logical package to cut in order to balance the Libraries' collections budgets. In place of the Big Deal package, the Libraries plan to place some individual journal subscriptions. Of critical importance, Laupus Library plans to continue its subscription to Clinical Key, which provides campus-wide access to the latest 10 years of 562 Elsevier's health sciences journals as well as to high-use and high-demand ebooks. After the termination of the Elsevier Big Deal, ECU will also have access to backfiles that we have purchased as well as to content through 2020 for the 250+ subscribed Elsevier titles.

The Libraries are heeding the Chancellor's call to make data-driven decisions by using a new product called Unsub to predict costs and access/fulfillment in different cancellation scenarios to find the best value for ECU. Unsub can be configured to take into consideration the Elsevier content the Libraries own, the ClinicalKey subscription, past use and cost per use by journal, the number of ECU faculty who published in the journal, and other variables. The Libraries are also reviewing the experiences of other libraries that have cancelled the Elsevier Big Deal. Those institutions have consistently found that ILL and document delivery requests and expenditures are well below the amounts they projected. The Libraries directors will send out a survey to faculty and researchers within two weeks asking for input regarding how they use Elsevier journals.

A growing proportion of Elsevier content is available open access either directly from Elsevier or through PubMed Central or other institutional and subject repositories. Tools and services like the Open Access Button and Unpaywall make it possible to access this content more easily. In some cases, the journal content is included in third-party aggregator databases. Interlibrary Loan is promoted by the Libraries as a great option, which is where articles can often be delivered online by the Libraries within two days. Peer-to-peer requests are another option, which would be emailing the author of the article to request access. Finally, the Libraries can purchase individual articles from commercial document delivery services and deliver them seamlessly when this is necessary. The number of individual subscriptions the Libraries place, and the availability of "instant" document delivery services will depend on the actual amount of funds available, projected budget cuts, and other resources needed by faculty, students, and other researchers. The Libraries are developing a Sustainable Scholarship website to provide more information on continuity of resource access.

[Note from Secretary: at this time in the actual meeting, Chair Davenport then gave his presentation, which is detailed in the minutes above in the original agenda placement].

2. COVID-19 Enforcement

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Mitchelson thanked the library directors for their report and their care for detail to ensure the crucially important resources the university needs remain accessible. He then spoke on the topic of student compliance. The university brought students to Greenville, and they have gathered. The surge in positive cases was underestimated by the university, system, and Board of Governors. The current cumulative total of positive cases to date is around one thousand, which is worrisome. After ECU pivoted to online, many students remain in Greenville. Some left dorms and rented external properties in the city; some left the city. As the fall semester unfolds, there are questions of how much compliance would ECU be able to achieve and then what will happen in the spring. In terms of the university's ability to see a higher level of compliance, the chancellor believes the university has done a good job with messaging. The chancellor receives party reports from Captain Chris Sutton. Over this past weekend, there were 22 large scale parties (large scale meaning not in compliance with the governor's order; over 10 attendees inside and/or over 25 attendees outside). On the weekend of August 7-8, one party had between 300-400 people in attendance. That was the weekend prior to the beginning of classes. Many wondered about what the numbers of cases would look like 2 weeks later. On the weekend of August 14-16, the number of parties increased to 27, but there were fewer people in attendance at the parties than the weekend prior. The largest party that weekend had around 200 attendees. On the weekend of August 21-22, there were 18 parties with the largest number of people in attendance around 100. And, over this past weekend, there were 17 parties with the largest attendance being around 50. The chancellor interprets this in a positive way-- that the students are becoming increasingly compliant. Some may interpret this reduction as they may be sick and cannot party, but Mitchelson believes the students are insisting to do the right thing and take care of each other. Officers are handling student gatherings by ensuring the students comply with the governor's order.

The Chancellor then proceeded to read section 2.7 regarding Disruptive Conduct from the Interim PRR on the [Student Conduct Process](#): "Being disruptive or disorderly in a manner that interferes with the function of the University or interferes with conduct of others, including law enforcement officers, who are on-campus or off-campus. Disruptive Conduct may include, but is not limited to, refusing or failing to submit appropriate identification or refusing to comply with a request from an identifiable University official acting on behalf of the University, violating University regulations or local, state, or federal orders in place to ensure the health and safety of the ECU community such as orders related to national pandemics or natural disasters, or the failure to abide by University policies, procedures, and any other requirements in place to help reduce the risk of contracting or spreading infectious diseases." The chancellor stated this updated section of the PRR gave some teeth to the institution's ability to focus on this type of compliance. Additionally, ECU has a solid partnership with the City of Greenville Police Department with the police having a continual presence in the jurisdiction inhabited by ECU students. The officers have been handling gatherings in a way that is not too heavy handed but is handled directly. With the governor's Executive Order, ECU has put in place a protocol in response to students and locations with repeated violations. Whether the PRR is violated by an individual or by an organization, these incidents will be brought to the Student Conduct Process. There have been some cease and desist orders for some of ECU's Greek organizations. This Thursday a group of ECU officials, including the chancellor, will meet with community leadership, including Mayor PJ Connelly and the Pitt County Public Health Director, John Silvernail. The group will discuss what the community has experienced during the pandemic, in terms of educating others, what is working, and to potentially put forward new ideas about how to obtain greater compliance. If there was an Achilles's Heel, it was not the amount of testing or isolation/quarantine space, it would be how well was the opening surge and non-compliance forecasted. The university made that mistake and owns up to it.

Questions

Professor Thompson (Biology) asked how much CARES Act funds remain and the plans for use of these funds.

Mitchelson said half of the funds went to direct student aid. Much of the money was spent in the spring with a small quantity that had been reserved for the fall. These funds are financial aid that go directly to students and will be spent by December 3. The remaining funds must be spent in response to COVID-19 needs. Around \$600,000 has been spent. In terms of remaining funds, isolation and quarantine housing expenses will be a significant expense as the university was using off campus housing for this need. Much money has been allocated to PPE and instructional technologies. The plan is to spend all by December 3. If faculty have a good idea for COVID-19-related expenditures, they can submit those requests.

Professor Grodner (Economics) asked if an orientation video could be developed for students to illustrate the difference it makes for people to wear a mask to prevent viral transmission with potentially a pledge for students to sign after completing the orientation.

Chancellor Mitchelson said that some of the messaging on wearing masks has been done; however, not in the context of a training. He mentioned there was good on-campus compliance, and that ECU can probably overeducate.

Professor Scott (UNC Faculty Assembly Representative/Academic Library Services) asked how quarantined students are being provided with food and instructional materials, and he asked if the students have been compliant in terms of remaining quarantined.

Chancellor Mitchelson said students have been compliant once quarantined. He also shared that food has been delivered with a few issues as they have been managing the system. ECU is in process of quarantining students in on-campus quarantine housing instead of off-campus. The prior maximum number of residential students to be quarantined for off-campus housing had been about 140 students. Many students who did not live in residential housing have been self-isolating and self-coordinating that do get calls and services provided from Student Health Services.

Vice Chancellor Hardy said the system of quarantining is a complex process. Quarantined students are contacted by Student Health frequently and receive meals and snacks and are checked on by the Student Affairs office. Student Affairs works with the quarantined students and their faculty members to ensure everyone has what they need for the students to get what they need to get their work done. Hardy said that since the residence halls have started to clear out that some of the halls will be used for quarantine and isolation. Hardy credits the employees in Student Health and the Dean of Students office who have worked tirelessly to ensure quarantined students get what they need regardless of time of day or night. For the very few students who have not complied with the quarantine and isolation procedures, Student Affairs has used the Student Conduct process and will continue to do so.

Professor DiMartino (Music) asked how the decision was made and why the second week block this fall is not being permitted for face-to-face instruction.

Chancellor Mitchelson said the decision to pivot for the full fall semester was completed quickly after the surge to care for students was overwhelmed. The chancellor was in contact with John Silvernail and Peter Hans. East Carolina University made the recommendation, and Hans approved this recommendation. It looked like from the numbers at that time that the campus would not be ready for a return by October 1, and the numbers are still growing as of September 1. The Cabinet, President Hans, and the county public health director were all involved in the decision-making process.

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Professor Su (Geography, Planning, and Environment) shared that he has several students under quarantine. Some are doing well, some are struggling. He asked if students may be able to take an incomplete grade, how students may be able to get credit for the work missed in a compressed schedule as it has been too much work missed for them, and would ECU permit the students taking the same course for free in a future semester?

Chancellor Mitchelson believes being flexible and supportive is important. The university has not yet looked at an option for students to retake a fall class for free. Instructors can use Incomplete as a grade. The university has been looking to get Pass/Fail grading approved, which went through a process with a Faculty Senate committee. He recommends the Pirate Academic Success Center as an option for student support and encourages faculty to contact this department to support students.

Professor Bowler (Psychology) asked about the dorms' capacity at the beginning of the fall and inquired about the rationale for operating at that capacity.

Chancellor Mitchelson said the guidance from the System was to manage residential capacity as normal, and this guidance was provided to the university in writing. Hindsight suggests against that guidance. The capacity was around 90 percent at the beginning of this fall. There are around 800 students in residential halls right now along with the students in the external housing for quarantine/isolation. All students are in single rooms. The chancellor believes if the System had to do it over again, they probably would have indicated different guidance.

Professor Pearce (Sociology) asked if there was new information on the budgetary impact for this academic year and how the current situation may impact staff or faculty in terms of furloughs or layoffs.

Chancellor Mitchelson said the faculty category is well protected in this environment and shared the authorities have been bestowed on chancellors regarding furloughs. The estimate of the impact of the pivot is around 25 million dollars. Half of this amount is from housing and dining, and there are impacts from athletics. Without attendees at the September 26 football game, this revenue stream is disrupted. For these revenue streams to be highly disrupted, and for the institution to absorb some of that, ECU will be flexible to move people from one job to another. Still, there will be an impact on employment. The chancellor feels strongly for ECU to do whatever it can to preserve jobs in a permanent way, so furloughs will be a likely outcome of the current situation.

E. Sara Thorndike, Vice Chancellor for Administration and Finance

Vice Chancellor Thorndike said that she had been asked to share information on ECU's current budget situation, potential budget reductions, related personnel actions, and CARES funds. She said the state appropriated budget is stable for this fiscal year. Revenues look better for this past year than what the state had anticipated. It is unknown what the next fiscal year holds. There may be budget reductions for the next fiscal year, but there are no specifics from the state at this time.

ECU had been granted authorities for furloughs in the auxiliaries/receipt-based (not state-funded) areas. Funds in receipt-based areas can be used to support other receipt-based areas, but state funds cannot be used to support those areas. In response to COVID-19 and with revenue loss, UNC institutions were approved to furlough employees in the auxiliary areas. ECU implemented furloughs in Athletics, Student Affairs, Continuing Studies, Parking, Student Stores, and Printing & Graphics. Furloughs varied for a few days up to the three-month maximum timeframe the university was initially permitted to furlough employees. Since that time, some furloughs have been expanded beyond three months and may last longer. The furloughs were designed specifically to reduce expenses in those receipt-based areas because of a loss of spring and summer revenues. Some of these employees

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have been reassigned to vacant state-funded positions where skill sets match, and there is work to be done. As there is not work available for some of the auxiliary areas, some furlough plans have continued into fall 2020 and may go beyond that. In response to the pivot to online instruction a couple of weeks ago, affected areas continue to look at ways to reduce expenses, which may include further furloughs or personnel actions.

University leadership made an intentional effort to reduce expenses and increase central reserves to offset losses from the pivot as there may be additional funds needed to offset fall 2020 revenue losses. Due to this effort, there is now an increase in reserves for COVID-19 expenses and lost auxiliary revenues. The estimate of the pivot cost is \$25 million just for this fall, so setting the funds aside will help cover this loss. There will be expense reductions, as well, beyond that \$25 million. In the spring of 2020, ECU received funds from the CARES Act from the federal government and from the state government.

There was \$19.4 million in federal funds with a requirement of at least 50 percent to be allocated to student financial aid. The other half could be spent on COVID-19-related expenses and included a reimbursement to the university for housing losses in the spring. \$800,000 remained prior to the fall to be spent for student financial aid. Funds had been awarded to Pell-eligible students and to those whom applied for financial assistance. Students applied to ECU for the CARES Act-associated financial aid. Much of the remainder of the \$800,000 has since recently been awarded to students who applied for technology needs in the fall. The institutional portion of the funds that were used to reimburse the university for housing and dining refunds (\$9,000,000) is now part of the university's reserves, which will help the university get through this fall and all the loss in revenues. A small amount of federal CARES Act funds remains, which will offset COVID-19-related expenses.

North Carolina COVID-19 Recovery Act funds were more restrictive as they could only be used for costs, not to reimburse a loss in revenues. Of what was provided, ECU has spent around \$600,000. For the remaining amount, the university has encumbered additional funds in excess of \$1,000,000 for things like purchasing PPE, face masks, face shields, gloves, cleaning supplies, hand sanitizer, plexiglass barriers, COVID-19 testing, quarantine and isolation space for students, technology, expanded Student Health Services, personnel who are dedicated to COVID-19 activities, and support for online teaching. There are many more expenses, and requests have been received daily. \$129,000 from the state was managed by Academic Affairs and was dedicated specifically to digital learning. \$15,000,000 from the state went directly to the Brody School of Medicine, with direction to be spent on COVID-19 research and treatment. All state funds must be spent by the end of this calendar year.

Questions

Professor Moss (Dental Medicine) asked how the Brody School of Medicine's (BSOM) 15 million dollars has been spent.

Vice Chancellor Thorndike said this has been used for COVID-19 personnel and capital expenditures. Vice Chancellor Stacy stated the monies were intended to be spent by BSOM and that where BSOM was able to add collaborators to projects, the school has done so. The school looked at research and COVID-19 expenditures within the school's mission, which is educating those from underrepresented minority backgrounds and educating students to become primary care physicians. BSOM looked at care delivery as a research model, teaching students how to use PPE effectively, and investment in plasma infusion. ECU is the leading plasma infusion site in the nation. There has been an investment in studying the ethics of using immunization as normally early vaccines have more side effects than

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other vaccines. The school looked at how to inoculate the people around the most vulnerable people in terms of ethics of using early therapies to protect the most people. The school also looked at new technologies for testing and trying to adopt existing platforms in the pathology department for looking at different ways to assess transmission. The school has worked closely with Suzanne Lea and many others across campus on testing and tracking. Additionally, the school built out a BSL-3 laboratory for new models of COVID-19 study.

Professor Su (Geography, Environment, and Planning) asked Vice Chancellor Thorndike if she could provide the total amount of CARES funding ECU received from the state, and he asked Vice Chancellor Stacy if any local residents or students who have been infected with COVID-19 were part of the Brody School of Medicine's funded research.

Vice Chancellor Stacy said the school has not done active research into infection, but they have completed more passive infusion of plasma from COVID-19 donors than any other place in the nation.

Vice Chancellor Thorndike said the state CARES Act funding allocation for ECU was \$4.3 million, with the addition of \$129,000 for digital technology and \$15 million for BSOM

F. Purificación Martínez, Chair of the Faculty

Chair Martínez's provided her full remarks:

[Note from the Secretary: Due to time constraints, Chair Martínez only spoke some of her remarks during the meeting, but the full remarks she intended to provide follow here.]

"During the past 10 days, all of you teaching face to face or in hybrid mode have been working nonstop to transition your courses to remote delivery. We started on August 10th, aware that this quick pivoting to online was a very likely event. That awareness did not make the transition any easier or less worrisome and affected all in the ECU community.

At this point in the semester, many of you have received notifications about students who have symptoms, are in quarantine or isolation. Many of our students are missing class because of illness or are suffering from depression and anxiety. We are giving 150% to keep them learning and safe while at the same time working in our research, taking care of our children or our elderly family members.

But today, I want to bring to you three items that have reached my desk in the last few weeks. These are the type of things that make me want to start my computer every morning.

Yesterday, a large group of ECU Student-Athletes organized a unity march for social equality. I was there to witness the commitment of our students to speak up and organize to end systemic racism in our society. We, professors and coaches, must be doing something right.

During the summer, ECU's graduate student body organized a special multidisciplinary seminar series titled "Grad Pirate Talks: Promoting Inclusion through Research, Action, Teaching, and Education." Have you read their goals? Look at the announcement circulated by Dean Gemperline a couple of days ago. I cannot wait to attend the first talk on September 8th at 6:30
Last but not least:

[Note from Secretary: The following was stated during the meeting]

I know that you are all aware that gender bias exists and affects women at multiple levels of education and career. In the minutes for the Faculty Senate, you will find a link to some scholarship that highlights this issue. With that in mind, it is with great pride that I announce the inception of THRIVE@ECU. THRIVE - Towards Hiring, Resources, Inclusion, Value and Excellence @ECU. This is a US National Science Foundation ADVANCE Adaptation grant

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(\$1M) dedicated to removing barriers to the inclusion of all women faculty in STEM, their advancement through rank and into leadership and equity on our campus. The objectives of THRIVE are three-fold:

- 1) build a culture of inclusion including multicultural competence professional development for faculty and leaders;
- 2) create support systems for all women in STEM units including a network of support for those marginalized by race, ethnicity, LGBTQ+ and other minoritized statuses; and
- 3) implement structural change with a set of accountability practices and incentives for faculty, department chairs, and deans.

This effort is led by PI Ron Mitchelson in collaboration with Stephanie George (Engineering), Rachel Roper (Brody School of Medicine), Crystal Chambers (College of Education), Mary Farwell (Assistant Vice Chancellor REDE), Cindy Putnam-Evans (College of Arts and Sciences), and Kristen Myers (Sociology).

Efforts already underway include seminars on data on Gender Bias in Science, a professional development (PD) series entitled 'So you Want to Talk about Race', hosted in the Office for Faculty Excellence, and workgroups strategizing the review of the faculty manual, unit codes, and academic program reviews as well as administrative accountability for equity and inclusion. They will launch 'Advocates and Allies', a program by men designed to help male faculty interrupt and address bias across our academic workplace.

I look forward to this work and look forward to this organizational change.

COVID-19 has changed so many things in our lives. But it has not changed our drive toward excellence. I know that ECU administration is committed to facilitating a Spring 2021 that will offer as much normalcy as possible. We are not professional drivers and swerving as we have been doing for the past few months does not create the atmosphere conducive to learning. The virus has wounded many of us, but some of our wounds have been self-inflicted. We must do better."

G. Question Period

Professor Bauer (English) provided her question: "I have been arguing against 8-week terms since we were told it was just an idea on the table. As a teacher of literature, I am having trouble getting students to read 15 weeks' worth in 8 weeks. That said, I have to share concerns about this out-of-the-blue change back to 15 weeks, on behalf of my colleagues in English who do the scheduling. As I noted when the notion of making this drastic change in scheduling was presented to us last spring, scheduling is huge in English with a lot of moving parts, and by the time that change was made, weeks if not months had gone into this year's schedule already. And they were going to have to recreate it within days, with little guidance. Amazing women that they are, they did that and then started right into spring scheduling, having been told that moving back to 15 weeks was not under consideration. So more weeks, if not months this time, have been spent on the spring schedule. Just last week I received several emails from our associate chair about it. And now she and the chair have to start over again. Someone wondered how many salary dollars so much wasted effort would add up to. Or in faculty terms—how many papers and grants not written. For the last few years English has had the best leadership team of my almost 25 years here. This is often thankless, frustrating work, but they are dedicated, and their dedication is reflected in the productivity of our department, not to mention the relative peace within it, in contrast to past years. I do not want these women to quit in frustration over the fact that while they were redoing the spring schedule into 8-week blocks, a full

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semester was being discussed without any heads up to them. So I ask our university leadership teams: when are we returning to the kind of faculty involvement in decisions like this that sends Senators and Committee members like me to consult with our departments and get the broader perspective of those who actually move the pieces around the board, then bring that information to the table with you in deliberation and planning, rather than just venting?"

Interim Chancellor Mitchelson said the return to choice was driving this decision. Individual faculty would have choices of 8-week or 15-week instruction for the spring. He has empathy for Marianne Montgomery and her team on scheduling for the English department and apologizes.

Chair Martínez shared that the faculty officers met with the chancellor and the Academic Council last week. This group of people had heard from different groups on campus, including colleges, that the 8-week block sections were not working for them. This new practice would allow for more flexibility to determine which programs could have 15-week courses versus which programs 8 weeks was necessary. It is a priority for Chair Martínez and the other faculty officers to ensure ECU returns to the way calendars have always been done. She has no indication that it was not the intent of the chancellor and the Academic Council that returning to that process would not be the case.

Professor Chullen (Business) asked that since graduate courses currently remain face-to-face and some of those students also have positive COVID-19 tests and are having to quarantine, what would lead the university to move graduate courses online. He asked if a college or department could make decisions based on individual courses.

Chancellor Mitchelson said the simple answer is yes. In the return to the spring, the plan is to provide some flexibility in choices. ECU currently has many programs online for graduate students, so if it fits, that sounds to be a reasonable option. He then said that choice is a good thing.

Professor Su (Geography, Environment, and Planning) stated that the amount of work the faculty has done in this challenging time should be appreciated by leadership at all levels. Some students do not know this, and then blame the 8-week block stress on the faculty. He then pondered if students have learned their lessons in terms of taking personal responsibility in this current environment.

Professor Ticknor (Education) asked if East Carolina University will be online, face-to-face, or a combination in the spring.

Chancellor Mitchelson said ECU has not yet come to any final determination, but he has had this conversation with senate officers, including a conversation with Chair Martínez yesterday. The plan would not be to bring students back if the students would then just have to disperse; but at the same time, he believes that at some level, we can do this right. Part of the on-campus portion of this semester was working very well. There has been very little transmission on campus outside of the residential halls. His preference is to teach a course face-to-face in the spring, but he does not know if ECU will get there. There are a few weeks to make this determination. He will be listening to the System guidance and lessons learned from other schools. So much will depend on the student behavior for the remainder of this semester. There will probably continue to be some uncertainty, but the chancellor believes that ECU will be online if doubt remains.

Professor Doty (Engineering & Technology) asked if Pass/Fail option will be given again for the fall, especially now that people are just now using the new LMS, Canvas. She is concerned this new technology and the pivot to remote learning may affect students. She asked if an option has been mentioned, and, if so, when will the faculty be notified.

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Chancellor Mitchelson said he and Senate leadership talked last week about flexibility and the need for choice during this difficult time. The consideration for pass/fail accommodations was then sent on to a Senate committee. He suspects there will be an announcement within the coming days.

Chair Martínez then said this option will be discussed later as part of the agenda at today's Faculty Senate meeting.

Chancellor Mitchelson also said he has been training in Canvas, and it is going well. He believes that Canvas is a good system.

Professor Bauer (English) asked if consideration could be brought on faculty choice for scheduling. While choice sounds great, these options can make scheduling more complicated. Scheduling should involve those involved in it at every level.

Professor Su (Geography, Environment, and Planning) asked if in the spring, when deciding how many and which classes remain face-to-face or go online, shouldn't the nature of the class be taken into account? For example, leaving labs and other hands-on classes as face-to-face.

Agenda Item IV. Unfinished Business

There was no unfinished business to come before the body at this time.

Agenda Item V. Report of Graduate Council

There was no report from Graduate Council to come before the body at this time.

Agenda Item VI. Report of Committees

A. Committee on Committees, Melinda Doty

Professor Doty (Engineering and Technology), Chair of the Committee, presented the names of nominees to fill the 2021 alternate member term on the Grievance Board, and the 2021 and 2023 regular member terms and 2021 alternate member term on the Reconsideration Committee.

There was no discussion and the Senate elected by acclamation the following faculty members: Professor Douglas Moore-Monroe (Music) to the 2021 alternate member term on the Grievance Board, Professor Crystal Chambers (Education) to the 2021 regular member term on the Reconsideration Committee, Professor Donna Roberson (Nursing) to the 2023 regular member term on the Reconsideration Committee (moved from a 2023 alternate position into the open 2023 regular position), Professor Jeni Parker (Theatre and Dance) to the 2021 alternate member term on the Reconsideration Committee, and Professor Sitawa Kimuna (Sociology) to the 2023 alternate member term vacated by Donna Roberson's election into the 2023 regular member term on the Reconsideration Committee.

Professor Doty then presented the first reading of proposed revisions to the University Budget Committee charge.

There was no discussion and formal action on the proposed revisions to the University Budget Committee charge will take place during the required second reading at the October 6, 2020 Faculty Senate meeting.

Professor Doty then presented the first reading of proposed revisions to the General Education and Instructional Effectiveness Committee charge.

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There was no discussion and formal action on the proposed revisions to the General Education and Instructional Effectiveness Committee charge will take place during the required second reading at the October 6, 2020 Faculty Senate meeting.

B. Admission and Retention Policies Committee, Eli Hvastkovs

Professor Hvastkovs (Chemistry) presented a recommendation in favor of offering a Pass/Fail option for the Fall 2020 semester to students.

Discussion

Professor DiMartino (Music) stated that UNC Chapel Hill is using options of Pass, Low Pass, and Fail, and asked if this variance in options was discussed by the committee.

Professor Hvastkovs (Chemistry) said his committee did not discuss this type of option, but they did discuss that UNC Chapel Hill and NC State had deployed the Pass/Fail options.

Professor DiMartino followed up that it aids with accreditation to retain the grade option of C and greater, and that the Pass/Fail does not always aid with accreditation.

Professor Hvastkovs said that the committee did discuss that if the students would seek to take this Pass/Fail grading option, they would need to be warned what it would mean to take that option.

Professor Greer (Medicine) asked if the Pass/Fail option is only for undergraduates or also graduates and asked if there would be any flexibility.

Chair Martínez stated that the recommendation to have a Pass/Fail option would currently only be for undergraduates. She said that it would be up to the undergraduate student to take the opportunity for the Pass/Fail option.

Professor Altman (Kinesiology) said that she was not sure how much advisors were consulted in forming this recommendation and wanted to emphasize that advisors' recommendations should be heard as well.

Professor Hvastkovs is an advisor as is another committee member. They agreed the workload would not be overly cumbersome but that the advisors would need to know what to tell the students.

Chair Martínez reiterated that there are people responsible for advising in this committee.

Professor Bagley (Nursing) asked how the Pass/Fail grade affects GPA.

Associate Provost Anderson confirmed that a pass/fail grade does not factor into students' GPA.

Professor Chambers (Education) added to the meeting's chatbox that SACSCOC has created flexibility with the use of Pass/Fail options during the pandemic, and she mentioned that professional accrediting bodies may have different standards. Students with graduate and professional aspirations must be aware of these standards.

Professor Wolf (Physics) asked how the Pass/Fail grading option was used by students in the spring in terms of how many used this option and other metrics. He is wondering how use of this data could be used in aiding students with their choice.

Hvastkovs did not get this data while deliberating with the committee.

Martínez is interested to obtain this data from Associate Provost Anderson. Anderson stated she does not yet have this information but would be happy to provide it in the future.

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Dean Gemperline stated that it is the Graduate School's position to not implement the Pass/Fail grading option at this time.

Professor Bauer (English) shared these reasons for faculty to consider supporting the Pass/Fail grading option: the disruption during this semester included two days of class lost in the 8-week block format, when faculty needed postpone instruction, there was less room to catch up, there are more cases of students sick this fall than there were in the spring, and students are in quarantine which is not ideal for learning.

Professor Chambers (Education) added to the chat that she would be in favor of the Pass/Fail grading option as [the Senate] would not meet again until after Block 1.

Professor Hvastkovs (Chemistry) stated that this recommendation would be for both blocks for this fall as the pivot to online was for the full fall semester.

Chair Martínez agreed with Professor Chambers that it would be important to make the decision now as we would not meet as a Senate until after the first block is complete.

The poll was then deployed for the Senators to vote. The Senators voted to approve the recommendation in favor of offering a Pass/Fail option for the Fall 2020 semester to students.**RESOLUTION #20-48**

Agenda Item VII. New Business

Professor Ralph Scott (Academic Library Services) presented the Resolution on Institutional Autonomy in Chancellor Searches. The text of the resolution appears below:

Whereas the search process for a new chancellor is critical and must reflect a fundamental commitment to the principles of local decision making and shared governance.

Whereas best practices in the selection of a new Chancellor "should follow upon a cooperative search by the governing board and the faculty, taking into consideration the opinions of others who are appropriately interested" ([1966 Statement on Government of Colleges and Universities](#), formulated jointly by the AAUP, the American Council on Education, and the Association of Governing Boards of Universities and Colleges).

Whereas as seen in past experience at East Carolina University and other University of North Carolina institutions, selecting a chancellor who does not have the support of the local campus community will severely compromise their ability to be effective.

Whereas the [UNC Policy Manual](#) 200.8.III.c already calls on the President to "assure that opportunities for chancellor vacancies shall be promoted in a manner that encourages interest from well qualified candidates who are current residents of the State of North Carolina."

Whereas [the UNC Chancellor Selection Manual](#) already gives authority to the President to return "the slate to the board of trustees with instructions for further action" if they are unsatisfied with the outcome of the search.

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Whereas the Board of Governors (BOG) Committee on Personnel and Tenure has proposed [a change to the selection process](#) that will enable the system President to bypass the decisions of the local Boards of Trustees and local Chancellor Search Committees, to wit: “In any chancellor search, the president shall have the discretion to designate up to two individuals from the president’s succession planning efforts to become candidates upon their submission of complete applications.”

Whereas the President’s candidates then shall proceed with search committee interviews and shall automatically appear on the slate that the board of trustees refers to the system President, effectively disregarding countless hours of effort by the local search committee and annulling the authority of the local board of trustees; now, therefore be it

Resolved, the ECU Faculty Senate hereby declares that the proposed changes to Section 200.8 of the UNC Policy Manual a radical and dangerous expansion in the powers of the system President and would circumvent institutional sovereignty and shared governance in the process where it is most critical; that is, choosing an executive leader who has the trust and support of the University community; and

Be it Further Resolved that the ECU Faculty Senate calls for the removal of language permitting candidates designated by the President to automatically become part of the slate referred by the Board of Trustees for the President’s consideration, even against the carefully considered judgment of the Search Committee and Board of Trustees.

Discussion

Professor Pearce (Sociology) provided the following remarks on the resolution: “Within the past year, six of the 17 campuses of the UNC System were in different phases of a Chancellor search process. Thus, it stands to reason that the Board of Governors and incoming System President Hans would be interested in succession planning for executive positions, chancellorships, across the system. Typically, nationwide, the need for succession planning is met by leadership training and the development of pipelines to executive leadership. Within the State of North Carolina, we are lucky in that we have well established leadership training programs such as BRIDGES, and have faculty and others who have participated in the American Council for Education (ACE’s) executive leadership program, in addition to a number of programs run by executive search firms. However, rather than building upon connections we already have, including those which the System, already supports, there is a proposal to insert two candidates of the System Office’s choosing at the penultimate stage of the Chancellor Search process. Rumors undergirding this rationale are replete in the North Carolina press and they are nefarious. Yet, the proffered rationale is at best dubious and given our present status in the throes of our own Chancellor search and quest for institutional leadership stability, the AAUP with the support of Faculty Senate leadership propose this resolution for adoption by the ECU Faculty Senate.”

Professor Popke (Past Chair/Geography, Planning, and Environment) spoke in favor of the resolution. The Faculty Executive Committee also discussed this resolution and forwarded a somewhat less forceful statement to UNC System President Hans and UNC Board of Governors Chair Ramsey earlier today.

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Professor Su (Geography, Planning, and Environment) asked if faculty leadership was involved in this resolution.

Chair Martínez said all UNC System faculty chairs meet with each other, and they have been in contact on this resolution. There has been coordination of this issue with other system faculty senates.

The resolution was approved as submitted. **RESOLUTION #20-49**

Professor Mikkaka Overstreet (Education) presented the Resolution on the Service of Dr. David Dennard. The text of the resolution appears below:

Whereas, Dr. David Dennard joined the ECU faculty in 1986 and has faithfully, steadfastly, and proactively served as a mentor and supporter of Black students and faculty; and

Whereas, Dr. Dennard served the state of North Carolina in its inclusion of African American history as a two time gubernatorial appointee to the North Carolina Historical Commission, Director of the Institute for Historical and Cultural Research, appointee to the Historic Bath Commission, and chair of the African American Advisory Committee for Tryon Palace, and as a member of the Tryon Palace Foundation.

Whereas, Dr. Dennard led efforts to create and sustain the African and African American Studies Program from 2007 to 2015.

Whereas, Dr. Dennard has served to ignite the critical consciousness of the ECU community for over 34 years.

Therefore, Be It Resolved That the East Carolina University Faculty Senate, representing all ECU faculty members, commends Dr. Dennard for his contributions to our community; his decades of outstanding teaching, service, scholarship and leadership.

There was no discussion, and the resolution was approved as submitted. **RESOLUTION #20-50**

Chair Martínez asked the Faculty Senate for a vote to consider two additional resolutions that were not posted on the agenda, which would require 2/3rds to vote in favor of adding the items to the agenda. The first item was a commendation for Past Chair of the Faculty Jeff Popke, and the second item was a resolution honoring late professor of history emeritus Henry Ferrell, Jr. A poll was deployed and the motion passed.

Professor John Stiller (Biology), Past Chair of the Faculty, presented a commendation for Past Chair of the Faculty Professor Jeff Popke, that read as follows:

Commendation for Dr. Jeff Popke, Chair of the Faculty
(2018 – 2020)

WHEREAS, Professor Jeff Popke has served as Chair of the Faculty from Fall 2018 through Spring 2020, and

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WHEREAS, Professor Jeff Popke has during this time represented the faculty with dedication and poise in his communication with the Faculty Senate and ECU's many stakeholders during these two challenging years at East Carolina University, and

WHEREAS, Professor Jeff Popke, as Chair of the Faculty, effectively provided outstanding leadership and essential responses on behalf of the faculty to campus and community constituents, and to the media, expressing the Senate's commitment to the struggle against racial inequalities as well as discrimination on the basis of age, sex, and gender, this supporting the creation of an environment that supports diversity; and

WHEREAS, Professor Jeff Popke advocated for increasing faculty representation on the Chancellor's Search Committee, which was crucial during three changes of leadership in the Chancellor position; and

WHEREAS, Professor Jeff Popke, as Chair of the Faculty, demonstrated a heartfelt interest in the rights and welfare of the faculty by continuously advocating for shared governance, spearheading efforts to improve the status of fixed-term faculty members and address the challenges they face by charging the Faculty Welfare, Faculty Governance, University Budget Committee, and the Research and Creative Activity Committees with investigating issues and providing recommendations for improvement; and

WHEREAS, Professor Jeff Popke provided a respectful and valued voice representing the faculty when he, and the other Faculty Officers, issued a formal "Statement and Commitments in Response to Racism: A Call to Action", which called for broad faculty support to promote changes and initiatives relating to racial justice and equity issues on campus, in the education of students, and to support diverse faculty representation; and

WHEREAS, Professor Jeff Popke created the Calendar Implementation Taskforce to overcome the lack of faculty involvement in the formulation of the 8-week block schedules for the 2020-2021 academic year during the COVID pandemic; and

WHEREAS, Professor Jeff Popke demonstrated his dedication to assist faculty by the creation of the Ad-Hoc Faculty Senate Taskforce on Instruction, which was charged to provide timely recommendations to faculty faced with the prospect of teaching in a hybrid format during the COVID pandemic in an 8-week block schedule; and

WHEREAS, Professor Jeff Popke worked tirelessly to increase the efficiency of faculty personnel procedures by taking measures such as the creation of the Electronic PAD Workgroup; and

WHEREAS, Professor Jeff Popke has been thoroughly engaged with all stakeholders and is to be commended for his admirable representation of the faculty of the university at meetings with the university administration, the Board of Trustees, and the Faculty Assembly.

THEREFORE BE IT RESOLVED, that Professor Jeff Popke has served the faculty of East Carolina University well during his tenure as Chair of the Faculty, setting high standards for future Chairs of the Faculty to remain vigilant on important matters relating to the welfare of faculty.

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BE IT FURTHER RESOLVED, that the Faculty Senate commends Professor Jeff Popke for his outstanding leadership, professionalism, and communication during his tenure as Chair of the Faculty of East Carolina University.

Professor Pearce noted a small typo in the third “Whereas” statement and suggested the change from “this supporting the creation of an environment. . .” to “thus supporting the creation of an environment. . .” There was no other discussion, and the commendation was approved as presented with that friendly amendment. **RESOLUTION #20-51**

In addition, Professor Popke was presented with a wood plaque and gavel in appreciation for his two years of service as Chair of the Faculty.

Professor Mark Sprague (Physics) then presented a resolution honoring the life and memory of the late professor of history emeritus, Henry Clifton Ferrell, Jr., Ph.D. The text of the resolution appears below:

Resolution honoring the life and memory of the late professor of history emeritus, Henry Clifton Ferrell, Jr., Ph.D. (1934-2020)

Whereas Professor Ferrell served as an outstanding faculty in the History Department from 1960, the year he was hired, until his retirement 47 years later in 2007, becoming at that time one of the longest serving faculty ever to have dedicated their professional lives to East Carolina;

Whereas Professor Ferrell was an unusually productive historian, publishing six books and numerous scholarly articles and book reviews;

Whereas Professor Ferrell was an outstanding and rigorous teacher, contributing significantly to the high standing of the History Department as one of the best and most demanding in the Thomas Harriot College of Arts and Sciences and the university as a whole;

Whereas Professor Ferrell sought to promote among undergraduates the study of history at ECU by establishing, after his retirement, and then generously endowing the Henry C. Ferrell, Jr., Scholarship in History;

Whereas Professor Ferrell embodied the East Carolina University motto of service throughout his career, making important contributions to collegial shared governance in the university community by (1) helping to found and guide the early development of the East Carolina University Faculty Senate, including serving as its chair, parliamentarian, and on various committees; (2) serving, at the state level, by helping to found the University of North Carolina Faculty Assembly and then serving two terms as its chair; and (3) serving, at the national level, on the Council of the American Association of University Professors;

Whereas Professor Ferrell made extraordinary contributions to understandings of East Carolina University history as it approached its first centennial by reviving the office of university historian, dormant since the passing of Mary Jo Bratton, and then serving as university historian, producing during his tenure two excellent volumes, *No Time For Ivy* and *Promises Kept*;

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Whereas Professor Ferrell served his community through his work on the Greenville Utilities Commission, serving as chair during Hurricane Floyd and its aftermath, and his lifelong membership and active involvement in his church, Jarvis Memorial United Methodist Church, most notably as a dedicated and talented member of the Jarvis Chancel Choir; and,

Whereas Professor Ferrell earned, in 2017, extraordinary honor for his discipline, his department, his university, his community, and his state when Governor Roy Cooper conferred upon him membership in the Order of the Long Leaf Pine Society, recognizing his exemplary service and exceptional accomplishments; now, therefore,

Be it resolved that the East Carolina University Faculty Senate honor the memory of Dr. Henry C. Ferrell, Jr., for his embodiment of the ideals of a faculty member in his teaching, research, service, and, above all else, for his selfless devotion to East Carolina University, the greater Greenville community, and the state of North Carolina;

Be it further resolved that we express sympathy and offer our condolences to his loving wife, Martha, and his children, grandchildren, family, friends, and colleagues;

Be it further resolved that the ECU Faculty Senate urge the university's Board of Trustees to award Dr. Henry C. Ferrell, Jr., posthumously, the Jarvis Medal in recognition of his extraordinary service to the university and the community.

There was no discussion, and the resolution was approved as presented. **RESOLUTION #20-52**

There being no further business, the meeting adjourned at 5:03 pm.

Submitted by,

Marlena Rose
Secretary of the Faculty
Health Sciences Library

Rachel Baker
Faculty Senate

FACULTY SENATE RESOLUTIONS APPROVED AT THE SEPTEMBER 1, 2020 MEETING

Resolution #20-48

Approval of the recommendation from the Admission and Retention Policies Committee to offer a Pass/Fail option for students in the Fall 2020 semester.

Resolution #20-49

Approval of the Resolution on Institutional Autonomy in Chancellor Searches.

Whereas the search process for a new chancellor is critical and must reflect a fundamental commitment to the principles of local decision making and shared governance.

Whereas best practices in the selection of a new Chancellor “should follow upon a cooperative search by the governing board and the faculty, taking into consideration the opinions of others who are appropriately interested” ([1966 Statement on Government of Colleges and Universities](#), formulated jointly by the AAUP, the American Council on Education, and the Association of Governing Boards of Universities and Colleges).

Whereas as seen in past experience at East Carolina University and other University of North Carolina institutions, selecting a chancellor who does not have the support of the local campus community will severely compromise their ability to be effective.

Whereas the [UNC Policy Manual](#) 200.8.III.c already calls on the President to “assure that opportunities for chancellor vacancies shall be promoted in a manner that encourages interest from well qualified candidates who are current residents of the State of North Carolina.”

Whereas [the UNC Chancellor Selection Manual](#) already gives authority to the President to return “the slate to the board of trustees with instructions for further action” if they are unsatisfied with the outcome of the search.

Whereas the Board of Governors (BOG) Committee on Personnel and Tenure has proposed [a change to the selection process](#) that will enable the system President to bypass the decisions of the local Boards of Trustees and local Chancellor Search Committees, to wit: “In any chancellor search, the president shall have the discretion to designate up to two individuals from the president’s succession planning efforts to become candidates upon their submission of complete applications.”

Whereas the President’s candidates then shall proceed with search committee interviews and shall automatically appear on the slate that the board of trustees refers to the system President, effectively disregarding countless hours of effort by the local search committee and annulling the authority of the local board of trustees; now, therefore be it

Resolved, the ECU Faculty Senate hereby declares that the proposed changes to Section 200.8 of the UNC Policy Manual a radical and dangerous expansion in the powers of the system President and would circumvent institutional sovereignty and shared governance in the process

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where it is most critical; that is, choosing an executive leader who has the trust and support of the University community; and

Be it Further Resolved that the ECU Faculty Senate calls for the removal of language permitting candidates designated by the President to automatically become part of the slate referred by the Board of Trustees for the President's consideration, even against the carefully considered judgment of the Search Committee and Board of Trustees.

Resolution #20-50

Approval of the Resolution on the Service of Dr. David Dennard.

Whereas, Dr. David Dennard joined the ECU faculty in 1986 and has faithfully, steadfastly, and proactively served as a mentor and supporter of Black students and faculty; and

Whereas, Dr. Dennard served the state of North Carolina in its inclusion of African American history as a two time gubernatorial appointee to the North Carolina Historical Commission, Director of the Institute for Historical and Cultural Research, appointee to the Historic Bath Commission, and chair of the African American Advisory Committee for Tryon Palace, and as a member of the Tryon Palace Foundation.

Whereas, Dr. Dennard led efforts to create and sustain the African and African American Studies Program from 2007 to 2015.

Whereas, Dr. Dennard has served to ignite the critical consciousness of the ECU community for over 34 years.

Therefore, Be It Resolved That the East Carolina University Faculty Senate, representing all ECU faculty members, commends Dr. Dennard for his contributions to our community; his decades of outstanding teaching, service, scholarship and leadership.

Resolution #20-51

Approval of commendation for Dr. Jeff Popke, Chair of the Faculty (2018 – 2020)

WHEREAS, Professor Jeff Popke has served as Chair of the Faculty from Fall 2018 through Spring 2020, and

WHEREAS, Professor Jeff Popke has during this time represented the faculty with dedication and poise in his communication with the Faculty Senate and ECU's many stakeholders during these two challenging years at East Carolina University, and

WHEREAS, Professor Jeff Popke, as Chair of the Faculty, effectively provided outstanding leadership and essential responses on behalf of the faculty to campus and community constituents, and to the media, expressing the Senate's commitment to the struggle against racial inequalities as well as discrimination on the basis of age, sex, and gender, thus supporting the creation of an environment that supports diversity; and

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WHEREAS, Professor Jeff Popke advocated for increasing faculty representation on the Chancellor's Search Committee, which was crucial during three changes of leadership in the Chancellor position; and

WHEREAS, Professor Jeff Popke, as Chair of the Faculty, demonstrated a heartfelt interest in the rights and welfare of the faculty by continuously advocating for shared governance, spearheading efforts to improve the status of fixed-term faculty members and address the challenges they face by charging the Faculty Welfare, Faculty Governance, University Budget Committee, and the Research and Creative Activity Committees with investigating issues and providing recommendations for improvement; and

WHEREAS, Professor Jeff Popke provided a respectful and valued voice representing the faculty when he, and the other Faculty Officers, issued a formal "Statement and Commitments in Response to Racism: A Call to Action", which called for broad faculty support to promote changes and initiatives relating to racial justice and equity issues on campus, in the education of students, and to support diverse faculty representation; and

WHEREAS, Professor Jeff Popke created the Calendar Implementation Taskforce to overcome the lack of faculty involvement in the formulation of the 8-week block schedules for the 2020-2021 academic year during the COVID pandemic; and

WHEREAS, Professor Jeff Popke demonstrated his dedication to assist faculty by the creation of the Ad-Hoc Faculty Senate Taskforce on Instruction, which was charged to provide timely recommendations to faculty faced with the prospect of teaching in a hybrid format during the COVID pandemic in an 8-week block schedule; and

WHEREAS, Professor Jeff Popke worked tirelessly to increase the efficiency of faculty personnel procedures by taking measures such as the creation of the Electronic PAD Workgroup; and

WHEREAS, Professor Jeff Popke has been thoroughly engaged with all stakeholders and is to be commended for his admirable representation of the faculty of the university at meetings with the university administration, the Board of Trustees, and the Faculty Assembly.

THEREFORE BE IT RESOLVED, that Professor Jeff Popke has served the faculty of East Carolina University well during his tenure as Chair of the Faculty, setting high standards for future Chairs of the Faculty to remain vigilant on important matters relating to the welfare of faculty.

BE IT FURTHER RESOLVED, that the Faculty Senate commends Professor Jeff Popke for his outstanding leadership, professionalism, and communication during his tenure as Chair of the Faculty of East Carolina University.

Resolution #20-52

Resolution honoring the life and memory of the late professor of history emeritus, Henry Clifton Ferrell, Jr., Ph.D. (1934-2020)

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Whereas Professor Ferrell served as an outstanding faculty in the History Department from 1960, the year he was hired, until his retirement 47 years later in 2007, becoming at that time one of the longest serving faculty ever to have dedicated their professional lives to East Carolina;

Whereas Professor Ferrell was an unusually productive historian, publishing six books and numerous scholarly articles and book reviews;

Whereas Professor Ferrell was an outstanding and rigorous teacher, contributing significantly to the high standing of the History Department as one of the best and most demanding in the Thomas Harriot College of Arts and Sciences and the university as a whole;

Whereas Professor Ferrell sought to promote among undergraduates the study of history at ECU by establishing, after his retirement, and then generously endowing the Henry C. Ferrell, Jr., Scholarship in History;

Whereas Professor Ferrell embodied the East Carolina University motto of service throughout his career, making important contributions to collegial shared governance in the university community by (1) helping to found and guide the early development of the East Carolina University Faculty Senate, including serving as its chair, parliamentarian, and on various committees; (2) serving, at the state level, by helping to found the University of North Carolina Faculty Assembly and then serving two terms as its chair; and (3) serving, at the national level, on the Council of the American Association of University Professors;

Whereas Professor Ferrell made extraordinary contributions to understandings of East Carolina University history as it approached its first centennial by reviving the office of university historian, dormant since the passing of Mary Jo Bratton, and then serving as university historian, producing during his tenure two excellent volumes, *No Time For Ivy* and *Promises Kept*;

Whereas Professor Ferrell served his community through his work on the Greenville Utilities Commission, serving as chair during Hurricane Floyd and its aftermath, and his lifelong membership and active involvement in his church, Jarvis Memorial United Methodist Church, most notably as a dedicated and talented member of the Jarvis Chancel Choir; and,

Whereas Professor Ferrell earned, in 2017, extraordinary honor for his discipline, his department, his university, his community, and his state when Governor Roy Cooper conferred upon him membership in the Order of the Long Leaf Pine Society, recognizing his exemplary service and exceptional accomplishments; now, therefore,

Be it resolved that the East Carolina University Faculty Senate honor the memory of Dr. Henry C. Ferrell, Jr., for his embodiment of the ideals of a faculty member in his teaching, research, service, and, above all else, for his selfless devotion to East Carolina University, the greater Greenville community, and the state of North Carolina;

Be it further resolved that we express sympathy and offer our condolences to his loving wife, Martha, and his children, grandchildren, family, friends, and colleagues;

**Faculty Senate Meeting
September 1, 2020**

Be it further resolved that the ECU Faculty Senate urge the university's Board of Trustees to award Dr. Henry C. Ferrell, Jr., posthumously, the Jarvis Medal in recognition of his extraordinary service to the university and the community.