



Executive Committee Agenda

March 20, 2023 – 4:00 p.m.

NOTE: The Executive Committee meetings will be held via Zoom for the 2022-2023 academic year.

PRE-MEETING:

- President McFaddin meets informally with XC members from 3:30pm to 4pm.

[Ex officio members, guest speakers, guests, and Senate secretary should plan to join the meeting at 4pm for the REGULARLY scheduled meeting.]

CALL TO ORDER

APPROVAL OF MINUTES

- February 20, 2023

REPORT FROM PROVOST

GUEST SPEAKERS

- (if any)

UNFINISHED BUSINESS:

- (if any)

NEW BUSINESS:

- **Policy Updates** – Lauren Keeler
 - (No updates this month)
- **Discussion Items:**
 - Should senators be tenured?
- **Announcements:**
 - *Guest Speakers for April Senate meeting (if approved by XC):*
 - Paige Murphy – SGA Update (tentative)
 - *Reminder that the call for nominations for Senate Chair and Vice Chair will occur at the April meeting.*

SENATE STANDING COMMITTEES - Liaison Reports

- Academic Quality: Senator Kay
- Budget: Senator Grabeel
- Elections & University Nominations: Senator Spira
- Faculty Welfare: Senator Jones
- Information Technology: (TBD)
- Rules: Senator Bishop-Ross
- Rights and Responsibilities: Senator Johnson

UNIVERSITY COMMITTEES - (reports to XC only if there are issues)

- Residency Appeals: Senator Bishop-Ross
- General Education: Senator Kay

OTHER:

- Report from the Senate Chair: Senator Crosby
- Report from the Faculty Regent: Senator Marion

ADJOURNMENT

**Executive Committee Minutes
Faculty Senate
February 20, 2023**

The Faculty Senate Executive Committee met remotely on Monday, February 20, 2023 at approximately 4pm via Zoom.

PRESENT: R. Crosby, V. Grabeel, M. Johnson, L. Jones, L. Kay, J. Marion, S. McGuffin, G. Spira, and guests Jesse Hood, Abbey Poffenberger, Brian Popa and Sara Zeigler

ABSENT: R. Bishop-Ross*

** Denotes prior notification of absence*

APPROVAL OF MINUTES:

Senator Johnson moved approval of the January 23, 2023 minutes as written, seconded by Senator McGuffin. **Motion carried unanimously.**

REPORT FROM PROVOST: Sara Zeigler

Colonels at the Capitol which went very well. We learned a lot, and I think it also was educational for all of us in seeing the environment that we are managing in Frankfort. Many express support for higher education.

We also had the Board meeting. I had great updates from Academic Affairs, because faculty and students have been doing some fantastic work. My [presentation](#) is in the Board agenda, if you want to have a look at those slides and see some of the things we featured.

I also want to remind you of our Academic Impressions membership. This is an organization that is very heavily focused on professional development specifically for the higher education environment. We have an enterprise membership which means that every faculty and staff member has access to their library of resources. They are quite extensive, with thousands of potential trainings available to you, as well as discounts on conferences. In addition, our account representative will curate plans for you. For example, if you want to see a series of training on conflict management, then she can put those together so that you are not trying to cull through thousands of resources on your own to find that out. To access the information go to academicimpressions.com, create an account using your ECU email address, and that will automatically put you into our membership.

Now that Lauren Keeler is fully established in her role as the policy director, we can start putting together a group to really look carefully at the Grievance Regulation. Obviously, we want that to be faculty driven, since it is a faculty grievance regulation, and it is time for a comprehensive look. The version we have now was enacted in 2018. I think everybody sees some challenges with it, and is eager to see a new regulation and some new opportunities there.

GUEST SPEAKERS:

Feasibility of Hybrid Meetings with Large Groups. Brian Popa and Jesse Hood from Conferencing and Events were in attendance to discuss the technology currently available on campus for hybrid meetings. While we currently have technology available for hybrid meetings with groups of 25 or less, the results have been less than satisfactory for larger groups--especially for those joining remotely. The Board of Regents tried a hybrid approach, but given the challenges they have reverted back to in-person only meetings.

UNFINISHED BUSINESS:

Face-to-Face or Zoom Meetings. Given the discussion with our guest speakers, Senator McGuffin moved, seconded by Senator Spira, to recommend that the Senate adopt a plan for the first and last meetings of the academic year to be in person and all other meetings would continue via Zoom. **The motion carried unanimously.**

NEW BUSINESS:

- *Policy Updates*

Chair Crosby shared the information below which he received from Dana Fohl just before the AAUP Open Forum on the Grievance Regulation convened last Thursday.

What is NOT grievable currently (*this list is subject to revision as Counsel's Office continues its research*):

- Disputes which are being or have been processed in the courts are not included under this policy
- Disputes involving compliance with State or Federal statutes or regulations are not included under this policy
- Allegations of fiscal misconduct, which is governed by Fiscal Misconduct, 1.6.3
- Disputes involving merit pay or salary increments are not included under this policy
- Affirmative action and non-discrimination issues which are delineated in other policies should be referred to the Office of Institutional Equity and are not covered by this policy
- Grievances by employees dissatisfied with a determination regarding their request for a Reasonable Accommodation, which are governed by Reasonable Accommodations Policy and Appeals Procedure, 1.3.4)
- Grievances by individuals alleging violations of their civil rights, discrimination, and/or harassment, which are covered by the policy on Discrimination and Harassment, 1.4.1
- Complaints and investigations of alleged Employee Conduct violations, which are governed by Employee Conduct, 8.3.3 (“the University may investigate and pursue possible violations of this Policy as well as disciplinary action without the filing of a formal grievance”)
- Grievances involving tenure or other promotion decisions, which are governed by the Tenure and Promotion, 4.6.4 and Post-Tenure Review, 4.4.7 Policies
- Grievances involving non-reappointment of non-tenured tenure-track faculty, including some Library Faculty, which are governed by Evaluation of Non-Tenured Tenure-Track Faculty, 4.6.5 and Evaluation of Library Faculty, 4.6.18
- Dismissal proceedings initiated by the University against a faculty member, which are governed by the Dismissal of Faculty Policy, 4.6.16
- Terminations are not grievable pursuant to Employee Conduct, 8.3.3, outside of the context of those covered by the Dismissal of Faculty Policy
- Disputes involving Intellectual Property, which are covered under Intellectual Property, 4.4.2
- Disputes involving retaliation, which are covered under Employee Conduct, 8.3.3
- Investigations involving misconduct in scientific research, which are governed by Misconduct in Science, 4.4.11

Counselor Fohl indicated that multiple sources relayed to her that the take away from the AAUP meeting was that University Counsel removed Senate's approval of policies from the Policy on Policies and labeled that an editorial change. That is not true. Any substantive revision of the Policy on Policies was approved by the Board of Regents, which is the only approving authority for policy by statute.

Lastly, there seems to be a general misunderstanding about how drafting teams are formed, and a general belief that the Counsel's Office forms those with an end result in mind. That is simply false. Since academic policy oversight moved to the University Council's office in 2019, we've remained committed to full transparency to Senate and Senate Executive Committee, and we have sought faculty nominations for certain drafting teams from either the Faculty Senate Chair, Faculty Senate Executive Committee, the Faculty Regent or Academic Affairs depending on the issue.

Chair Crosby stated that perhaps the way to solve any misconceptions on this issue is to invite Dana Fohl and Lauren Keeler to address the Senate as guest speakers. At Senator Johnson's suggestion, Chair Crosby agreed to discuss this further with Senator Brent, Chair of the Rights and Responsibilities Committee, before issuing the invitation.

Regent Marion suggested it would be helpful to have a repository available online that lists members of university committees and drafting teams. This might help eliminate some of the misconceptions if that type of information is readily available.

- *Standing Committee Internal Procedures*

Vice Chair Kay introduced the revised internal procedures for review. Senator Spira moved to approve forwarding the revision to the Senate for approval at the March Senate meeting, seconded by Senator Grabeel. **Motion carried unanimously.**

- *List of Senate and Committee Vacancies*

Chair Crosby noted that a tentative list of senate and committee vacancies was shared in the meeting packet for information.

- *Guest Speakers for March Senate meeting*

Paige Murphy, SGA Update

REPORTS:

- *Academic Quality Committee - Senator Kay*

The committee is working on updating the data gathered from last year and also continuing to gather information on Bartleby.

- *Budget Committee - Senator Grabeel*

The committee is updating the presentation from last year and should have it ready to present to Senate in March or April.

- *Elections and University Nominations Committee – Senator Spira*

Adam Lawson will be returning from sabbatical this spring, so we will not have to hold an election for a replacement.

- *Faculty Welfare - Senator Jones*

The Faculty Welfare Survey was distributed last week. There were a few sections added this time regarding satisfaction with parking and satisfaction with the office moves. One difference this time around is that every survey that's returned, whether it's complete or incomplete, will be counted.

- *Rules Committee – Senator Kay*

The committee finished the revisions to the internal procedures.

- *Rights and Responsibilities Committee – Senator Johnson*

The committee met on February 7. A statement was drafted requesting two items from Lauren Keeler or the University Council's office and also Jennifer Wies. The first item was information about current processes for creating drafting teams in general, and then the work of those teams once they were established with a request that Lauren or a representative meet with the Rights and Responsibilities Committee to provide information on that, and then subsequently to share that information openly with the Faculty Senate.

There is also a statement on communication that's being drafted, based on information shared by President McFaddin at the February 6th Senate meeting on the issue of using non-university official communication email accounts to conduct official university business.

The next meeting is on March 7.

University Committees

- *University General Education Committee – Senator Kay*

The next meeting is scheduled for Thursday.

Other Reports

- *Senate Chair's Report – Richard Crosby*

I was excited to participate in the Colonels at the Capitol last week in Frankfort. The Board of Regents also met later that day. I got to say my farewell, and the president made some kind remarks about me as Senate Chair and faculty leadership.

- *Faculty Regent Report - Jason Marion*

During the next budget cycle next year we are going to have to ask for more money for the Alumni Coliseum project and for Model because of the increased cost of everything. Our academic building was on our list of capital projects, and it was supposed to be our next most important building. But it's now blocked by our first capital ask if we need to get more money to do what we intended to do with regards to the Alumni Coliseum and Model lab school. So, I hope that we're able to still get one project and all those additional funds to pay for the rest of the Alumni Coliseum and Model.

If you go to [page 50](#) of the Board agenda book, the projects that are in gray are the ones that have already been initially funded. The amount listed on the initially funded projects is how much new money they are asking for.

ADJOURNMENT:

Senator Grabeel moved to adjourn at approximately 5:30pm, seconded by Senator Jones.