

**Faculty Senate
Rights and Responsibilities Committee**

Agenda

March 7, 2017

9:30am

Library 204G

Present: Nicola Mason, John Fitch, Weiling Zhuang, Norman Powell, Deb Whalen, Nancy
McKenney

Absent: Deborah Givens

1. Approve minutes from 2.14.2017 meeting (Edit, Library 201 April meeting)

Passed unanimous

2. All Faiths Calendar Guest, Dr. Tim Forde (Chief Diversity Officer)

Informational item not included in the academic calendar.

List of organizations: multicultural center, Latino Student association, International office, Diversity office, student groups (AFA and black student union), International student office, HR, Asian studies

Calendar or itemized listing

No description – just listed

3. Feedback from summer and winter term faculty compensation inquiry

Provost report p. 117 (Faculty Senate agenda, 3.6.2017)

“On occasion, I receive questions regarding the compensation for summer school and winter terms. Compensation for full-time faculty each session (summer and winter) for a 3-credit hour course with adequate enrollment is \$4,500. Important considerations for both Summer School and Winter Term:

While there’s neither an obligation nor entitlement to teach in either term, they are designed to offer opportunities for students as well as faculty. We want every faculty member who desires to teach in either or both terms to be able to do so. However, these opportunities for courses to “make” are solely based on enrollment. Winter Term, although it remains small, has been successful. Three years ago when we launched Winter Term, we had to ensure the tuition would pay the full cost. We have no other budget for Winter Term. Students must pay for Winter Term in advance. For that reason, the faculty/staff tuition waiver is not applied to Winter Term. We chose to use the summer rate for faculty since faculty are not obligated to ECU during the winter break. Compensation is prorated based on enrollment.

The decline in summer enrollment is a national trend, due in part to students’ no longer receiving financial aid for summer courses. With a smaller enrollment, we are not meeting our budget for summer school; therefore, in past summers we have prorated summer compensation based on the number of students.

Would we prefer not to prorate? Absolutely. What is the answer to increasing the compensation for Summer School and Winter Term? Increased enrollment.

How do we increase enrollment for Summer School and Winter Term?

1. To the extent you can encourage students to attend Summer School or Winter Term, please do.
2. Also, please review your course offerings for the summer. The analysis of summer offerings indicates that most courses the departments offer have “0” enrollments.
3. Work with the Registrar and the tools we have such as Degree Works and Ad Astra to determine the courses that students need, courses students are transferring back to ECU, etc.

What about an incentive if you get more students enrolled?

Increase minimum enrollment and then increase faculty compensation

Budget committee is reviewing

Weiling – Summer course generate \$16,300 (16 students enrolled) – Where does the money?

Committee agrees on motion – provide options for increase in summer

We move that ECU raise summer pay for faculty to comparable institutions. In the discussion include options for increased enrollment. – general motion

4. Feedback from winter term fee waiver inquiry

“I just want to make sure that you all are aware of this and how it might impact folks at ECU.

We received the notification below a week before our 3rd pay check that our tuition waivers are now going to be taxed as a benefit. By my rough calculations of my own pay check, that means that the \$5500 tuition waiver per semester which employees receive for dependents is now going to result in about a \$400 reduction in each of their next five pay periods or about two grand total.

We are all high paid ECU college professors, but I am not sure how a mid-range staff employees would be able to absorb this sort of immediate hit to their own families’ budgets, especially after seeing the increases in health care. To me the problem lies in all the shuck and jive we did with health care increase that is going to end up costing me about \$840 a year is comparatively small to the \$ 4000 a year I am not going to have to pay in tuition taxation. Seems like someone should have told us this was coming down the pipe much sooner than a week before your check gets cut.”

Fitch – inquiry

5. Feedback from department on eXplorance Blue surveys

Weiling – bring deadline earlier e.g. 2 weeks before finals week. Close before finals week. Feedback from eXplorance Blue includes a variety of changes addressed in initial concerns.

Department does NOT have to follow eXplorance blue for College PTE. Only need department-approved evaluation.

6. Ombud update
7. Parking tag notification – Fitch: Did you email parking?
Following up

Discussion: Doris Pierce and John Fitch discussed a new survey of student spending on athletics. Weiling agreed to serve also.

Next meeting: April 11, 9:30-10:30am Library 201

Adjourn: 10:45am