

Faculty Rights & Responsibilities Committee
Meeting Minutes
Thursday, January 28, 2021 at 10:00 am
Zoom: <https://eku.zoom.us/j/91633681943>

Present: Dr. Anne Gossage, Dr. Cynthia Harter, Dr. Gerald Nachtwey, Dr. Nancy McKenney, Dr. Molly McKinney (Chair), Dr. Carolin Walz

Meeting called to order by Chair McKinney at 10:00 am.

- I. Approval of Meeting Minutes: Dr. Gossage moved to approve the minutes. Dr. McKenney seconded. Minutes approved as presented.
- II. Future Meeting dates/times. Second Monday of the month at 3:30 pm.
- III. Old Business
 - a. Revisions to the Faculty Grievance Policy- ECU Ombud web page is still showing Joan Beck as the Ombud. Ask to update this with new information. University of North Carolina has an impressive policy. The mediation component is something that we would like mimic. Our current policy puts the Vice Provost in charge of our Grievance procedure (this is currently not a recognized position at the university). As is, the current policy does not allow any pathway for grievances to get resolved. UNC policy is a very faculty involved process, where our current policy is not (definitely more administration-centric). Could there be a course release available if a faculty member would take on the mediation position? Need to incentivize the position. Look at training for the faculty member to take on mediation position. UNC policy also allows for an attorney to be a part of the process, where ECU does not allow for lawyers. UNC policy is also written in lay terms versus ECU legalistic jargon. Dr. McKenney will start on a revision of our policy and share it with Dr. Nachtwey for comments. We will need to present this administration to see if they are willing to discuss this. Dr. McKinney will bring this up at the Faculty Senate meeting on Monday:
 - i. Without official paid position for the Ombud, if a faculty member is to take this on, would there be a course release and additional training for Dr. Beth Polan, the current "Ombud"
 - ii. Need a better process for grievances to be heard. This will streamline and create better outcomes for the process. Having more faculty involvement in the process.
 - b. Concerns over changing enrollment caps, especially in Winter Interim courses- The Faculty Welfare Committee will be looking into this issue. This is also an issue with eCampus courses with facilitators (from 25 to 35 students).
- IV. New Business
- V. Adjourn- Motion to adjourn made by Dr. Harter. Seconded by Dr. Walz. Meeting adjourned at 10:45 am.