

Executive Committee Minutes

Faculty Senate

January 25, 2021

The Faculty Senate Executive Committee met remotely on Monday, January 25, 2021 at 3:30pm via Zoom.

PRESENT: R. Bishop-Ross, R. Causey-Upton, M. Ciocca, R. Crosby, M. Johnson, L. Jones, L. Kay, J. Marion, J. Pogatshnik, B. Woodruff, and special guests Dana Bush, Steve Caudill, Michelle Grempe, Gerald Nachtwey, David McFaddin, Haley Norberg, Kelly Smith, Jennifer Wies, Matthew Winslow, and Sara Zeigler.

APPROVAL OF MINUTES:

Senator Crosby moved approval of the October 19, 2020 minutes as written, seconded by Senator Woodruff. Motion carried unanimously.

GUEST SPEAKERS:

- ***EKU BookSmart Program***

Kelly Smith and Matthew Winslow were in attendance to learn more about the new program.

President McFaddin and Steve Caudill provided the following information.

- The bookstore is working on information to send out to faculty within the next month.
- While physical copies of textbooks are free for students to use during the semester, they are expected to return the books at the end of the semester. If the student wishes to keep the textbook, they can pay the replacement cost which is the buy-back amount that the bookstore normally pays when books are sold back.
- The process for digital workbooks that require an access code will remain the same.
- Barnes and Noble is the preferred provider and faculty should submit their textbook orders through the bookstore. Those not submitted through the bookstore will result in an additional cost to students.
- Please keep in mind that while physical copies of textbooks are free for students, they are not free to the University. The university pays a discounted volume rate to Barnes and Noble. So, please be mindful of that when choosing textbooks.
- In order for the program to be effective, faculty must submit textbook orders to the Bookstore, even if OERs will be used instead. The use of OERs is encouraged and is financially advantageous for the university because the more quality OERs we produce, the less books we will have to purchase.
- The university is not locked into a flat fee with Barnes and Noble. This is a year-to-year partnership. We will be analyzing the financials of the previous academic year with performance every year and will be able to audit the types of instructional materials that are being used.

Kelly Smith stated that having BookSmart and OER initiatives work together makes a really powerful statement about what ECU is doing for our students. However, it would be helpful if information about OERs could be included in the textbook request memo that the Provost sends out to faculty in the early spring. Senator Pogatshnik asked that the language be forwarded to him for inclusion in the memo.

In addition, Ms. Smith suggested including a zero textbook cost designation in the catalog as a way to track the number of faculty who have adopted OERs.

NEW BUSINESS:○ *Discussion Items*

- *Recommendation for increasing faculty compensation and for reviewing class caps for summer and winter courses; Recommendation for increasing part-time faculty compensation; and Addressing compensation for retired faculty who want to teach part-time*

Senator McFaddin noted back in December when the Colonels Care payment was distributed that this was the beginning of a journey of sustainable systemic regular compensation and adjustments for the campus. He remains committed to keeping pace with the cost of living while also having a merit pool to reward and invest in exceptional performance. However, one of the key factors to making that a reality is having a more sustainable revenue stream.

Our top priority is increasing the base compensation for full time faculty and staff. However, that doesn't preclude doing any of these other things. For winter and summer, we're trying to be consistent in the way we treat those since they are now all six week terms. A work group has been formed to look at this more carefully. The group will be co-chaired by Tanlee Wasson, Jeremy Mulholland and Rusty Carpenter and the group will be focused on gathering input on how we structure winter term and how these need to be adapted. Compensation for the summer and winter terms will also be part of that conversation.

Senator Pogatshnik stated that it has been about eight years since the last pay increase for part time faculty. However, even to do some nominal increases, we're looking at about \$600,000 a year in resources. When this was brought to the deans as a recommendation from Academic Affairs, by and large they were all supportive except that they didn't see this as the biggest issue at the moment. So we're struggling to determine where this would fit in the priority scheme.

Senator Pogatshnik noted that the end of the RTP program fostered the discussion on retired faculty returning to teach part time classes. We do have a policy on Emeritus Faculty that lists some things available to emeritus faculty and retired faculty could be added into that mix as well. It would be wonderful if we could pay those with a distinguished record of teaching a little more to come back and teach part time courses. However, there may be some other types of privileges that emeritus faculty or retired faculty can have. I recommend that the Faculty Welfare Committee take a look at and make some recommendations as to both financial and non-financial types of considerations that could be given to retired or emeritus faculty as a way of keeping them in the loop. Those recommendations could be made either within the structure of the Emeritus Policy or just as a broader discussion.

Senator McFaddin reminded that there are federal laws that pertain to sponsored retirement plans on bona fide separations and no pre-arranged re-employment. This is not an ECU issue. This came from KTRS, specifically, and it was putting their plan at risk; and it would also put our ORP plan at risk if it's an ORP employee. So just know that we weren't trying to intentionally ostracize our retirees or those who

were nearing that retirement eligibility. However, I think that we absolutely could have, on a non-prearranged basis, an exceptional pay experience pay scale for our retirees who choose to come back as part time instructors, after that initial separation period.

- *Policy Updates*

- *Academic Policy Process*

Ms. Norberg asked the Executive Committee to re-consider the decision to have policies for action go through a first read before voting at the next meeting because it slows the process down significantly. Faculty input is highly valued and encouraged, and the opportunity for input is always available through the 14-day commenting period.

Chair Ciocca stated that when policies are reviewed for action, any senator can move to defer action to a specified time so that faculty concerns can be addressed before Senate action. If the motion to defer is voted down, the original motion to approve would move forward for a vote. The XC was in agreement to follow that process beginning with the March Senate meeting.

- *Information Items*

Ms. Norberg presented the following items for information at the February Senate meeting. (*NOTE: Paperwork for the policies is still being reviewed by the university attorney and may not be ready in time to include in the Senate packets, but the items will still be included in the Senate agenda.*)

- Policy 3.1.1 – Fundraising
 - Policy 5.1.2 – Student Organizations
 - Policy 8.2.2 – Employee Leave
 - Policy 8.3.3 – Employee Conduct

- *Action Items*

Ms. Norberg presented the following two items for action. Chair Ciocca noted that for the February Senate meeting, the policies for action will be presented for first read and then will return in March for action.

- Policy 4.3.5 – Drop or Withdrawal from Courses
 - Repeal Policy 4.1.10 – First-Time Freshmen Admission

- *Announcements*

- Guest speakers approved for the February Senate Meeting include the following.
 - Eyouel Mekonnen – SGA Update (*tentative*)

REPORTS:**Standing Committees:**

- *Academic Quality Committee – Senator Crosby*
The next meeting is scheduled on February 8.

- *Budget Committee – Senator Woodruff*
Currently, the committee is waiting to receive additional information from Athletics before scheduling the next meeting. Hopefully, the next meeting will be scheduled within a couple of weeks.

- *Rules Committee – Senator Kay*
The committee is working on the following charges:
 - *Reviewing Senate voting process when face-to-face meetings resume*
Our voting process has moved smoothly this year with Google forms and seems like a good option to continue using in the future. We're ready to forward our recommendation to the Information Technology Committee.
 - *Review and update changes to the Faculty Handbook*
The committee has started reviewing the handbook along with the previous changes that Senate approved last year. One of the big questions is how to address adjunct faculty? The changes the Senate approved last year included adjunct faculty in the definition of the faculty-at-large. This issue needs to be reviewed and possibly updated again before submitting to the faculty-at-large for review.

Chair Ciocca reminded that there is a difference between part time adjuncts and lecturers. Lecturers are definitely full time.

Pogatshnik stated that there are almost as many part-time faculty as there are full-time faculty and if you include them in faculty-at-large then you are skewing the distribution of who is responsible for the academic mission of the University and perhaps diluting the roles and responsibilities of the full time faculty. As far as the lecturer positions, if they choose to volunteer their services to serve on Senate, then they should be given that opportunity.

Senator Kay noted that one of the reasons last year's committee included part timers in the faculty-at-large definition was so that part-time faculty could have the opportunity to evaluate the president.

Senator Bishop-Ross noted that if we have adjunct as another sub-class, then the Elections and Nominations Committee could review who gets to vote on what and then send adjuncts an email if they are eligible to vote.

Chair Ciocca stated that if part-time faculty are included in the evaluation of the president, the instrument used could be updated to include that choice.

Senator Kay suggested inviting Michelle Gremp, a member of the Faculty Welfare Committee, to a future XC meeting for further discussion

- *Review Internal Procedures*
Committee liaisons, please remind committee chairs to review their internal procedures for any needed updates.

University Committees:

- *General Education Committee - Senator Causey-Upton*
The next meeting is scheduled for Tuesday, February 2nd.

Other:

- *Faculty Regent's Report - Senator Marion:*
The Board last met on Thursday, December 10. A detailed report will be provided to the Senate.
- *Provost's Report - Senator Pogatshnik:*
There have been a number of debriefing sessions held after the SASCCOC conference. SACS is getting more and more down into the weeds and it is going to affect how we do things. Things that weren't considered substantive changes in the past are going to be considered substantive changes now which will slow down our curriculum process and our approval process. In addition, it's going to cost us more because we have to basically pay every time we submit a request for a substantive change which can be, at this point, anything like significantly revising a curriculum. It doesn't even have to be adding a new program. More information will be shared as it becomes available.

We will also be working more on rolling out the general education revisions and what that means for faculty professional development.

There are some initiatives on college restructuring which will move forward soon. These are not major revisions, and the areas affected have been consulted and are on board with the changes. The president will send out that information soon.

ADJOURNMENT:

The meeting adjourned at approximately 5:45pm.