

Executive Committee Minutes
Faculty Senate
April 19, 2021

The Faculty Senate Executive Committee met remotely on Monday, April 19, 2021 at 4pm via Zoom.

PRESENT: R. Bishop-Ross, R. Causey-Upton, M. Ciocca, R. Crosby, L. Jones, L. Kay, J. Marion, B. Woodruff, and special guests Dana Bush, David McFaddin, Nancy McKenney, Gerald Natchwey, Haley Norberg, Jennifer Wies, and Sara Zeigler.

ABSENT: M. Johnson

**Indicates prior notification of absence*

APPROVAL OF MINUTES:

Senator Crosby moved approval of the March 22, 2021 minutes as written, seconded by Senator Woodruff. Motion carried unanimously.

NEW BUSINESS:

- *Policy Update – Haley Norberg*
 - *Policy 8.3.2 – Nepotism and Amorous Relationships*

The Executive Committee approved adding the policy to the May Senate agenda for information only. The main change to the policy is the addition of the amorous relationship language. This is a best practice amongst our benchmarks and it codifies the university's stance that we do not support amorous relationships taking place between individuals, whether student or employee, if there is an evaluative relationship at play.
 - *Policy 1.1.1 – Policy on Policies*

The policy is currently up for review, and we have done a significant benchmark review to help determine better ways to promote efficiency and streamline our process. The primary change is that we are bringing back the regulation system that was in place several years ago.

The Executive Committee approved adding the policy to the May Senate agenda for information only. While the revision is not available yet, Ms. Norberg hopes to forward a draft copy of the policy for inclusion in the Senate packets.
- Policy 4.1.4 – Course Syllabi, which was approved by Faculty Senate in April, has been posted online for public comments and will remain live until April 30.
- *Discussion Items*
 - *Rights and Responsibilities Committee Motion to Revise Policy 4.7.4 – Faculty Grievances*

Senator Natchwey and AAUP Representative Nancy McKenney introduced the [motion](#) and the [proposed revision to the policy](#) which was submitted by the Rights and Responsibilities Committee.

[See also: [Current Policy](#)] The Executive Committee approved adding the motion to the May agenda for action. The information will be shared with the senators immediately following this meeting to allow time to gather feedback from colleagues prior to the May 3rd meeting.

Ms. Norberg noted that if the motion is approved by Senate, the policy would need to go back to a drafting team of key stakeholders for review and would then go through the vetting process once again. As such, Faculty Senate will have another opportunity to review any revisions made to the policy.

- *Changes to Faculty Senate Organization*

Chair Ciocca and Chair-Elect Crosby met recently with President McFaddin and Provost-Elect Zeigler to discuss the organization of the senate. When the faculty senate was originally formed, it was comprised of 50% faculty and 50% administrators. By the late 1990's, the membership had changed to include only the president, provost, and one dean representative from the administration.

At this time, the senate leadership would like to consider the faculty senate an independent body and would like to recommend that the president, provost and dean's representative no longer be included in the membership of the Senate. Instead, they should be invited to attend meetings as guests of the Senate to provide monthly updates. This change would bring ECU more in line with other institutions. Both President McFaddin and Provost-Elect Zeigler were supportive of the recommendation.

Senator Bishop-Ross noted that section 7 of the Faculty Handbook will need to be revised if this recommendation goes forward.

Chair-Elect Crosby and President McFaddin plan to meet again in the near future to discuss further and to collaborate on an update to share with the faculty.

- *Guest Speakers for the May Senate Meeting*

The Executive Committee tentatively approved having the SGA president provide an update.

REPORTS:

Standing Committees:

- *Academic Quality Committee – Senator Crosby*

The committee completed their charge and presented their findings at the April Senate meeting.

- *Budget Committee – Senator Woodruff*
The committee completed their charge for the year to look at the Covid impact on Athletic funding.

At their last meeting, the committee discussed a possible new charge for next year to address the salary issues, compression inversion, and the cost of living increases with the intention of finding solutions for structuring the budget to address these issues moving forward. Senator Grep, Chair of the Faculty Welfare Committee, was in attendance and expressed a desire for their committee to review the salary issue next year as well.

Chair Ciocca suggested that in the fall the new chair may want to consider establishing an ad hoc committee which would work closely with the University Benefits Committee and the Faculty Senate's Budget Committee to work on this problem.

- *Elections & University Nominations Committee – Senator Bishop-Ross*
The committee just finished their work on the university committee nominations for faculty vacancies.
- *Faculty Welfare Committee – Senator Woodruff*
The committee chair met jointly with the Budget Committee recently and asked that the Welfare Committee be included in the new charge to review salary issues next year.
- *Rules Committee – Senator Kay*
The Rules Committee is scheduled to meet next week.
- *Ad Hoc Committee to Review Open Source Textbooks – Senator Woodruff*
The committee met earlier today to continue to discuss different ways to provide incentives for introducing an OER into an existing class or writing an OER for a class. One suggestion was to award release time instead of a cash payment to the faculty member and then give the cash instead to the department to hire an adjunct. There was also further discussion on creating more lower-level general education OERs as that affects a greater number of students and would provide more bang for the buck versus upper-level courses that only affect a few majors.

Standing Committees:

- *General Education Committee – Senator Causey-Upton*
The following new courses were approved: HEA 216, VTS 300, and SOC 135.

EDC 106 was discussed again but has not been voted on yet. There is still some debate about which element it should be listed under and whether or not it is more of a broad class or if it delves more into culturally-responsive perspectives.

A sub-committee has been established to revise the general education mission and goals. A report is expected to be given at the next meeting tomorrow.

Another sub-committee has been formed to look at developing a partnership with marketing. Members are still being sought to serve on that committee.

Other:

- *Faculty Regent's Report - Senator Marion:*
It was recently announced in the media that the Governor has appointed Michael Eaves to the Board of Regents to complete Janice Way's term which expires in 2025. It is possible that an additional BoR meeting may be scheduled soon to swear in the newest appointee.
- *Provost's Report –Senator Pogatshnik:*
We will be looking at some cost effective measures in Academic Affairs along with some investments. One of the areas of investment that is going to go forward as a priority is funding for the general education professional development series.

On a less positive note, we're going to have to continue looking at how to make our programs more efficient. This means taking a closer look at some class sizes. It could also mean some retrenching in academic programs that have small enrollments. We don't anticipate this having any impact on current tenure/tenure-track faculty lines, but it will be one of the areas whereas we look at programs and program trends. The idea of automatically replacing a vacancy in a faculty line when that occurs is going to have to go through more of an analytical procedure to see if those resources need to be shifted toward programs that are growing.

We are going to have some significant challenges in the budget over the next two or three years. As the university and academic affairs moves forward, there is going to be some continued discussions on how to make our programs more efficient, whether that's eliminating low concentrations, trying to redefine the curriculum in some areas, or having some additional consolidation of programs. The CARES funding does give us a little bit of a cushion, but we will have to try to take action fairly soon.

Senator Bishop-Ross announced that the math education folks and the Math department have been working on a plan to combine secondary math and middle grades math to make that more efficient and wondered who should be notified of their intentions. Associate Provost Wies asked that she be contacted when the plan is ready for review.

ADJOURNMENT:

The meeting adjourned at approximately 5:15pm.