

Faculty Senate Executive Committee Meeting Minutes  
Wednesday, November 2, 2016 @ 3:00 PM

Present: Daniel Althoff, Kay Daigle, Steven Emge, William Fridley, Chris Moretti.  
Absent: Jeremy Blackwood, Randy Clark

**1) Annual Faculty Evaluation Revisions**

- a) Original request from retired VP McMillan for consideration by the Faculty Senate in collaboration with the Academic Council during the 2015-2016 academic year.
  - i) Budget crisis delayed any further discussion in the senate.
- b) Chair Emge requested that the Executive Committee begin to look at this revision again. Randy Prus, Chair of the Academic Council, and Chair Emge had a brief discussion, and determined that it would be a good idea to look at the process for possible revisions.
- c) After discussing the concerns about the current process, it was determined that since the annual evaluation process is over for this year, further consideration will be a topic of a future meeting. In addition, due to potential state budget shortfalls, full concentration on the Reduction in Force Policy is in everyone's best interest at this time.

**2) Reduction in Force Policy**

- a) Charge given the Executive Committee by Senate Chair Emge, with approval to begin the process in the Senate by President Burrage and Vice-President Clark.
- b) Senator Fridley provided a document (see attached document) to serve in providing some important concepts currently outlined in the APPM 3.7.4 (Role of the Faculty), 4.6.8 (Dismissal of Tenured Faculty for . . . ), and 4.6.14.2 (Non-Reappointment). In addition, Senator Fridley provided an email that he had sent to senators on 5/6/16 concerning a case of non-renewal at ECU, along with a portion of ECU's RIF policy. Finally, this document provided several leading questions for the purpose of generating discussion.
- c) The EC engaged in further discussion concerning the process utilized to establish last year's non-renewal appointments of 6 SE faculty members. Three were tenure-track but had not been assigned tenure status yet, and three additional faculty were at "full-time" status. It appears that SCH production and the number of majors that these faculty members generated were primary components in making the non-renewal decision. It is the concern of the committee that these criteria may be the only components utilized in determining which faculty would receive non-reappointments. These "de facto" curricular decisions have potentially negative impacts on programs offered at SE.
- d) Discussion ensued concerning the language outlined in APPM 3.7.4, especially concerning the meaning of the word "primary" in the phrase "Faculty status and related matters are primarily faculty responsibility". It was determined that the guiding principle should mean that it IS our responsibility (please refer to APPM 3.7.4 for full text).
- e) Letting attrition work its course, as we have seen over that past few years, is not an appropriate solution to budget restraints. A clear policy must be established

AND prevail in RIF considerations. Academics and instruction are central to the university's mission. It seems, however, that a vision focused on instruction has not always been followed in making RIF decisions.

- f) The meeting ended with a decision to begin looking at the concepts of establishing thresholds that could be utilized to make RIF decisions (rooted in AAUP policies). The concepts of creating thresholds, and the AAUP guidelines and principles utilized in the process will be presented by Senator Fridley for our next meeting.
- g) The EC will outline an initial process/policy utilizing data from AAUP, ECU RIF Policy, and Faculty Survey from Spring 2016 and their next meeting.