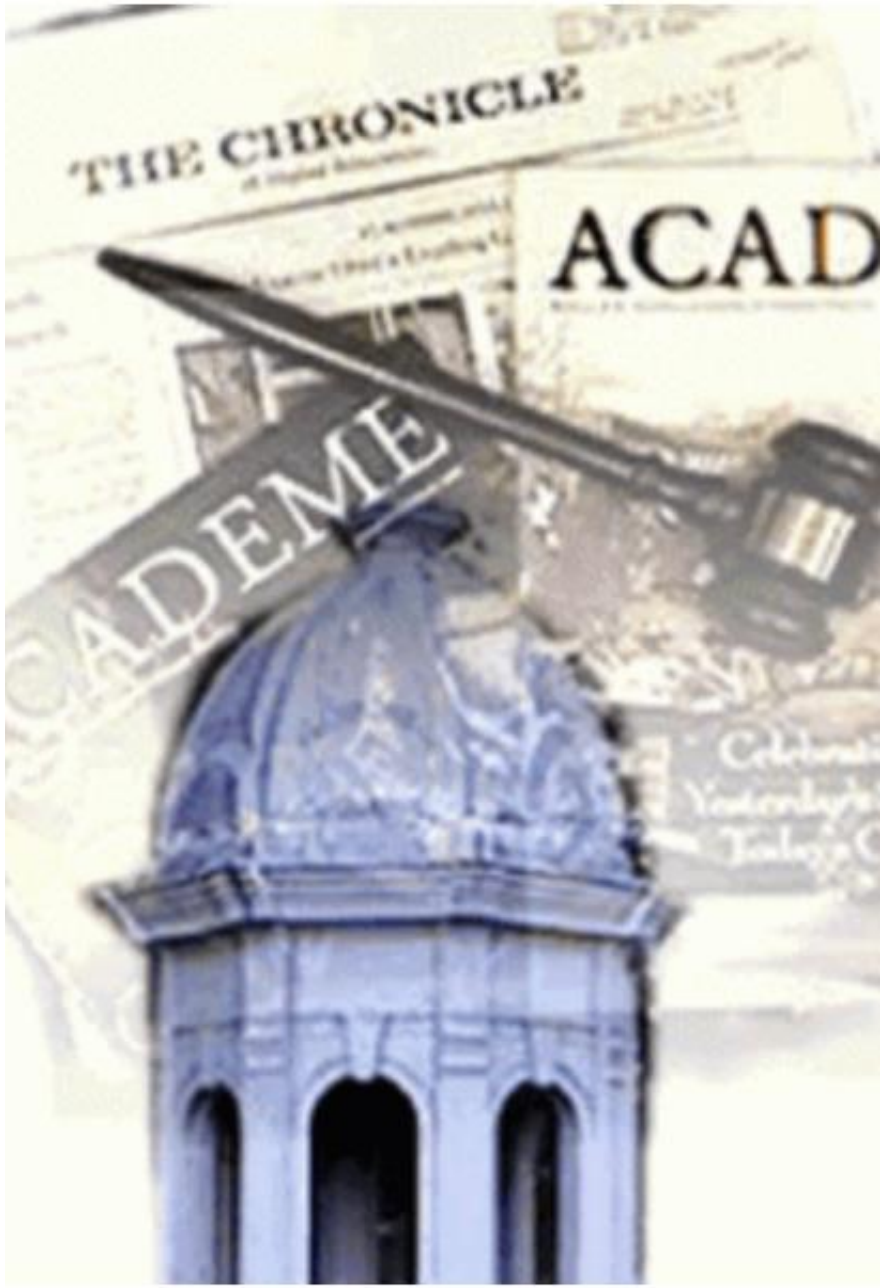


ECU Faculty Senate

Faculty Policies, Processes, and Resources at ECU

Anne Ticknor, Chair of the Faculty
ticknora@ecu.edu

Overview

- ECU by the Numbers
- ECU Faculty Senate
- Key Documents
- Key Sections of the Faculty Manual
- Faculty Employment
- Progress Toward Tenure Letters
- Personnel Action Dossier (PAD) Overview
- Personnel Processes: General Recommendations
- Resources
- Faculty Senate Committees
- Questions

ECU Faculty Senate

"Shared governance in an academic setting is a fragile balancing act that takes place between the administration of the university and its faculty. It is the attempt by the administration and the faculty to solve problems and implement policies in a manner that benefits all the constituencies of the university."

(Don Sexauer, Chair of the Faculty, Pieces of Eight, 1998)

ECU BY THE NUMBERS

Program Inventory

85 BACHELOR'S DEGREES

16 BACCALAUREATE CERTIFICATES

69 POST-BACCALAUREATE CERTIFICATES

68 MASTER'S DEGREES

13 POST-MASTER'S CERTIFICATES

13 DOCTORAL DEGREES

2 POST-DOCTORAL CERTIFICATES

6 PROFESSIONAL DEGREES

272 TOTAL DEGREES & CERTIFICATES

152 PROGRAMS APPROVED FOR ONLINE DELIVERY

Highest-Enrollment Degree Programs

Undergraduate

Graduate‡

‡ Includes students in master's, doctoral and professional degree programs

Rankings and Recognitions

ECU achieves high rankings and recognitions from a variety of reputable publications, websites and organizations, including the following:

- *Newsweek*
- *U.S. News & World Report*
- *Washington Monthly*
- *The Princeton Review*
- *Military Times*

Such acknowledgments align with our mission to be a national model for student success, public service and regional transformation.

For details, please visit the university's Rankings and Recognitions dashboards.

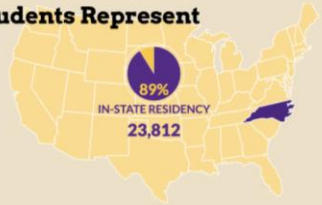
Total Enrollment

ECU Students Represent

All **100** North Carolina counties

46 states plus the **District of Columbia**

70 countries



EHRA FACULTY	2,005
EHRA NON-FACULTY & POSTDOCTORAL SCHOLARS	893
EHRA SENIOR ACADEMIC & ADMINISTRATIVE OFFICERS	145
CSS CLINICAL SUPPORT SERVICES	911
SHRA STAFF	1,851
TOTAL FACULTY & STAFF	5,805

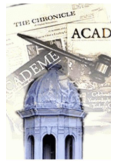
Years of Service to State of North Carolina

0-9	2,762
10-19	1,575
20-29	850
30+	230
Not Applicable	388

30%

Underrepresented Race/Ethnicity

Percentage of faculty and staff who self-identify as being from one of the following groups (regardless of U.S. citizenship status): American Indian or Alaska Native, Black or African American, Hispanic, Native Hawaiian or Pacific Islander, or two or more races.



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ECU BY THE NUMBERS

IPAR

About ▾ Planning ▾ Assessment ▾ Research ▾ Accreditation ▾ Requests ▾

Faculty

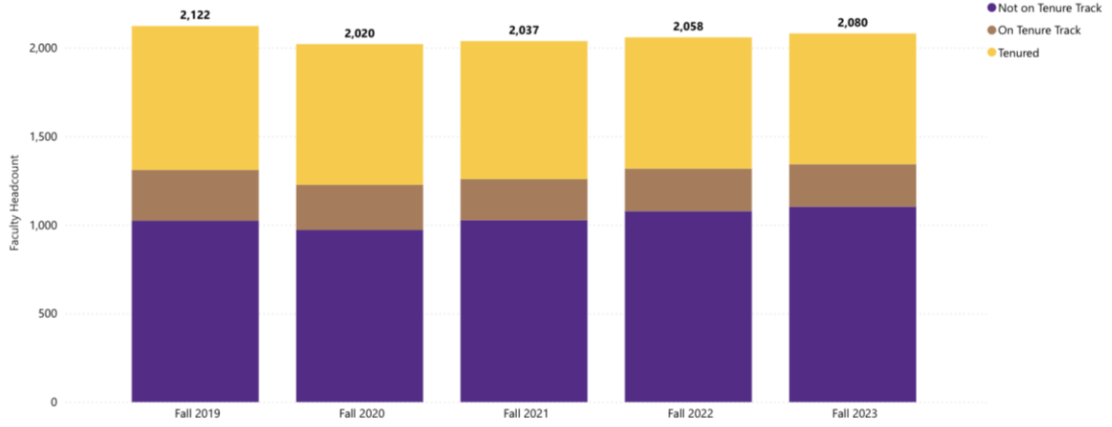
Faculty Headcounts and FTE

The faculty of ECU are foundational to the institution's mission of student success, public service, and regional transformation. Faculty use innovative learning strategies and delivery methods to maximize access; prepare students with the knowledge, skills, and values to succeed in a global, multicultural society; and develop tomorrow's leaders to serve and inspire positive change. Faculty are called upon to discover new knowledge and innovations to support a thriving future for eastern North Carolina and beyond; transform health care, promote wellness, and reduce health disparities; and improve quality of life in the region through cultural enrichment, academics, the arts, and athletics.

Headcount of Faculty Fall 2023	Full-Time Equivalency (FTE) of Faculty Fall 2023	Percent Tenured or On Tenure Track Fall 2023
2,080	1,819.51	47%
Prior Fall: 2,058 (+1.1%)	Prior Fall: 1,802.60 (+0.9%)	Prior Fall: 48% (-0.6%)

Select a Metric... Headcount / Full-Time Equivalency | Select Full/Part-Time Status... All | Select a Tenure Status... All | Select Faculty or Administrator... All | Select a Characteristic... Tenure Status

Headcount of Faculty by Tenure Status



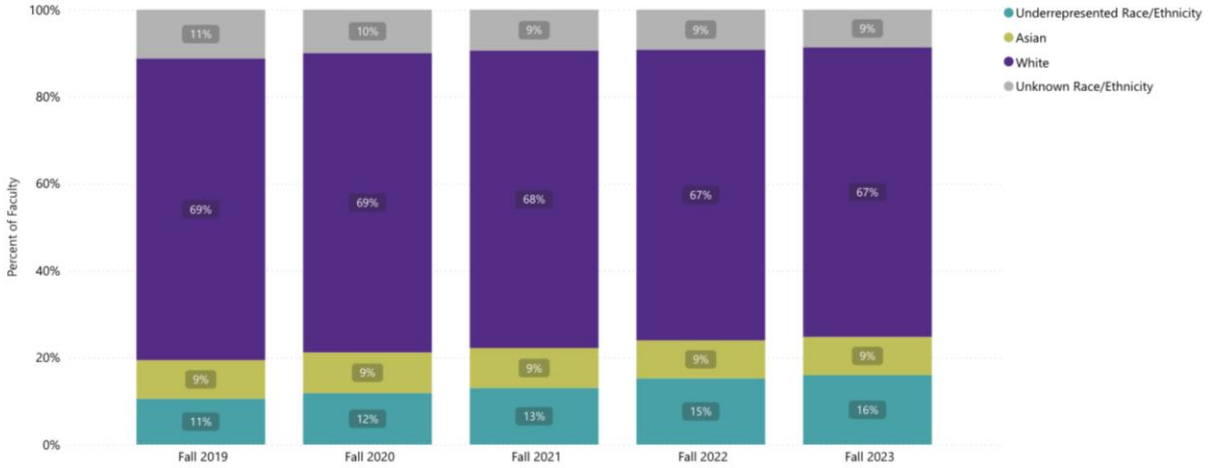
Faculty Diversity

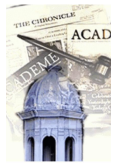
ECU is committed to reflecting a global workplace and society by recruiting and retaining a diverse and highly qualified faculty. Over 80% of ECU faculty, including part-time and temporary faculty, have a doctoral or terminal degree in their area of expertise. ECU faculty have been majority female since 2017, majority Generation X since 2018, and over 10% from underrepresented racial and ethnic groups since 2019.

Female Faculty Fall 2023	Underrepresented Race/Ethnicity of Faculty Fall 2023	Faculty With Doctoral or Terminal Degree Fall 2023
52%	16%	80%
Prior Fall: 53% (-0.7%)	Prior Fall: 15% (+0.8%)	Prior Fall: 80% (-0.7%)

Select a Full/Part-Time Status... All | Select a Tenure Status... All | Select Faculty or Administrator... All | Select a Demographic... Underrepresented Race/Ethnicity

Distribution of Faculty by Underrepresented Race/Ethnicity





ECU Faculty Senate

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Our Institutional Peers

Ball State University

Central Michigan University

Florida Atlantic University

Illinois State University

Kent State University at Kent

Northern Arizona University

Ohio University-Main Campus

University of Nevada-Las Vegas

Utah State University

Washington State University

Western Michigan University

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ECU Faculty Senate

East Carolina University's Faculty Senate was the third senate created at an institution that is now part of the UNC system (we joined in 1971). ECU's Faculty Senate, shared governance processes, and faculty leadership are well recognized at the system level.

ECU's faculty grievance processes were utilized as examples in the development of other campus' grievance processes, and our promotion and tenure processes have influenced other campus' development of their own.

Faculty Senate

Academic Calendars | Officers | Meetings | Committees | UNC Faculty Assembly

ECU Faculty Senate

Please join us for Faculty Convocation on Friday, August 16, 2024 at 9:00 AM in Hendrix Theatre.

ECU maintains a strong, long-standing shared governance structure. The Faculty Senate has been the legislative, advisory and primary faculty governance body for faculty representation at ECU for over 50 years. This body provides the means by which faculty are able to fulfill their responsibilities with respect to academic and educational policies of ECU.

Please feel free to stop by the Faculty Senate office, located at 140 Rawl Annex anytime and/or contact an elected Faculty Officer with any questions or concerns that you may have.

The Faculty Senate represents all faculty of East Carolina University. It is comprised of faculty members elected by the general faculty and UNC Faculty Assembly Delegates and senior administrators who serve as ex-officio members with vote. The functions, duties, and privileges of the faculty and the Faculty Senate are detailed in the ECU Faculty Constitution (PDF), which is contained in the Faculty Manual (PDF), and exercised under the authority of the University Chancellor.

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Faculty Senate Resources

- Faculty Manual (PDF)
- Academic Unit Codes of Operation
- Frequently Asked Questions
- Faculty Senate roster
- Faculty Marshals
- Parliamentarian links
- Faculty Counselors
- University Ombuds

Index of Resolutions

- 1977-2010 Index of Resolutions (PDF)
- 2011-2017 Index of Resolutions (PDF)
- 2018-2021 Index of Resolutions (PDF)
- 2022-present Index of Resolutions (PDF)

Full Text of Resolutions

- 1990-2010 Full Text of Resolutions (PDF)
- 2011-2017 Full Text of Resolutions (PDF)
- 2018-2021 Full Text of Resolutions (PDF)
- 2022-present Full Text of Resolutions (PDF)

We acknowledge the Tuscarora people, who are the traditional custodians of the land on which we work and live, and recognize their continuing connection to the land, water, and air that Greenville consumes. We pay respect to the eight state-recognized tribes of North Carolina; Coharie, Eastern Band of Cherokee, Haliwa-Saponi, Lumbee, Meherrin, Occaneechi Band of Saponi, Sappony, and Waccamaw-Siouan, all Nations, and their elders past, present, and emerging.

Rachel Baker
bakerr@ecu.edu

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ECU Faculty Senate

Faculty Officers

Anne Ticknor
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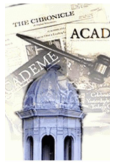

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Key Documents

When there are inconsistencies between these documents, UNC policy manual and *Code* supersedes all campus documents.

UNC Policy Manual and Code

Chapter 100 - The Code and Policies of the University

100.1 - The Code

- CHAPTER I - Establishment, Incorporation, and Composition of the University of North Carolina
- CHAPTER II - The Board of Governors
- CHAPTER III - Committees of the Board of Governors
- CHAPTER IV - Boards of Trustees
- CHAPTER V - Officers of the University
- CHAPTER VI - Academic Freedom and Tenure
- CHAPTER VII - Finances, Property, and Obligations
- CHAPTER VIII - Matters Involving Nonpublic Institutions
- CHAPTER IX - Miscellaneous Provisions
- Appendix 1 - The Code Appendix 1

100.2 - Adoption of the UNC Policy Manual, Promulgation of Policies, and Use of Reporting Requirements

100.3 - Policy on Waivers from University Policies, Regulations, and Guidelines

100.4 - Policy on Review of Umstead Act Exceptions

101.3 - Appellate Review

101.3.1 - Policy on Regulations and Guidelines Implementing Chapter VI of The Code

- 101.3.1.1[R] - Regulation on Disciplinary Discharge, Suspension, or Demotion Under Section 603 of The Code
- 101.3.1.2[R] - Regulation on Non-Reappointment, Denial of Tenure, and Denial of Promotion Under Section 604 of The Code
- 101.3.1.3[R] - Regulation on Grievances Filed Pursuant to Section 607 of The Code

400.3 - Tenure and Teaching in the University

400.3.1 - Teaching Effectiveness in the University of North Carolina

- 400.3.1.1[R] - Regulation on Teaching Effectiveness in the University of North Carolina

400.3.2 - The Tenure Regulations of the Constituent Institutions

400.3.3 - Performance Review of Tenured Faculty (Post-Tenure Review)

- 400.3.3.1[R] - Regulation on Performance Review of Tenured Faculty (Post-Tenure Review)

400.3.4 - Policy on Faculty Workload

400.3.4[R] - Regulation on Faculty Workload

Faculty Manual

Complete *ECU Faculty Manual* * Index of *ECU Faculty Manual* * List of Interpretations 2011-present / 1990-2010

Part I Introduction

Part II East Carolina University Organization and Shared Governance
- I. University Organization and Vision, Mission Statement, and Strategic Directions of ECU
- II. Faculty Constitution and By-Laws *Revised 11-23*
- III. Academic Policy, Administrative Policy, and Vetting of Administrative PRRs in Matters Relating to Faculty *Revised 12-17*
- IV. Graduate School Organization *Revised 2-22*
- V. Faculty Involvement in Selection and Evaluation of Administrators

Part III UNC System and UNC Code
- I. UNC Policy Manual and the UNC Code (UNC Board of Governors)
- II. The Faculty Assembly of the University of North Carolina
- III. East Carolina University Faculty Assembly Delegation

Part IV Academic Units, Codes, and Seven Year Program Evaluation
- I. Academic Code Units *Revised 1-24*
- II. Unit Codes *Revised 1-24*
- III. Seven Year Unit Program Evaluation *Revised 2-21*

Part V Academic Freedom, Professional Ethics, Diversity, Equity and Inclusion
- I. Academic Freedom
- II. Statement on Professional Ethics *Revised 10-23*
- III. Statement on Diversity, Equity and Inclusion *Added 4-21*

Part VI Teaching and Curriculum Regulations, Procedures, and Academic Program Development
- I. Teaching Regulations and Guidelines Relating to Faculty *Revised 7-23*
- II. Academic Integrity *Revised 6-21*
- III. Distance Education Policies *Revised 5-23*
- IV. Student Privacy, Conduct, and Complaints *Revised 5-16*
- V. Graduation Policies *Revised 12-21*
- VI. Emergency Notification and Evacuation Procedures
- VII. Curriculum Procedures, Academic Program Development, and the Academic Calendar *Revised 2-21*

Part VII Faculty Research and Scholarship
- I. Faculty Research, Creative Activity, Scholarship, Innovation, Engagement, and Outreach
- II. Scholarship/Research/Creative Activity Guidelines *Revised 5-15*
- III. Ethics and Conduct in Research, Creative Activity, and Scholarship

Part VIII Personnel Policies and Procedures for Faculty
- I. Personnel Policies and Procedures for the Faculty of East Carolina University *Revised 03-24*
- II. Policy of Conflicts of Interest and Commitment and External Activities of Faculty and Other Professional Staff *Revised 7-19*

Part IX Appointment, Tenure, Promotion, and Advancement Policies and Procedures and Performance Review of Tenured Faculty
- I. Appointment, Tenure, Promotion, and Advancement Policies and Procedures *Editorially revised 10-21*
- II. Performance Review of Tenured Faculty of East Carolina University *Revised 10-15*

Part X Personnel Action Dossier and Tenure and Promotion Schedule
- I. Personnel Action Dossier *Revised 1-24*
- II. Tenure and Promotion Schedule *Revised 5-18*

Part XI General Faculty Employment Guidelines and Benefits
- I. Employment Policies *Revised 3-21*
- II. Benefits and Leave *Revised 3-21*
- III. Institutional Services Available to Faculty
- IV. Equal Employment Opportunity/Affirmative Action Policy and University Commitment to Diversity, Equity and Inclusion *Revised 1-24*
- V. Substance Abuse and Weapons Policies *Revised 6-14*

Part XII Faculty Appellate Provisions *Revised 4-21*
- I. General Appellate Procedures and Reviews of Non-Reappointment, Non-Conferral of Tenure at the End of the Probationary Period, Discharge or Imposition of Serious Sanctions, and Termination Based on Institutional Considerations
- II. Faculty Grievance Procedures and Appeals of Non-Conferral of Early Tenure

Unit Code of Operations

Academic Unit Codes of Operation

(*denotes unit code includes departmental tenure and promotion guidelines as referenced in *ECU Faculty Manual*, Part IV, Section III.V.)

Guidelines for Writing and Revising a Unit Code of Operation — Guidelines for Organizing into Code Units

Academic Unit Standards for Performance Review of Tenured Faculty

Academic Unit Codes of Operation	Effective Dates of Code
Colleges	
Allied Health Sciences Provisional Code*	06-14-22
Arts & Sciences	
Anthropology	12-13-18
Biology	06-21-17
Chemistry	12-07-20
Criminal Justice and Criminology Provisional Code	08/14/23
Economics	03-04-04
English*	06-14-19
Foreign Languages and Literatures	05-03-17
Geography, Planning and Environment	06-05-18
Geological Sciences	03-28-17
History	10-20-14
Mathematics	01-28-21
Philosophy and Religious Studies	10-06-20
Physics	06-10-21
Political Science	05-21-20
Psychology	01-24-20
Sociology	10-20-14
Business	05-26-20
Education	04-22-20
Engineering and Technology*	03-15-23
Fine Arts and Communication	
Art & Design	06-01-16
Communication	06-21-23
Music	10-20-14
Theatre and Dance	05-24-19
Health and Human Performance	
Health Education and Promotion	06-22-18
Human Development and Family Science	06-05-18
Interior Design and Merchandising	07-09-18
Kinesiology	06-19-18
Recreation Sciences	06-22-18
Social Work	06-19-18
Nursing Provisional Code	06-14-22
Schools	
Dental Medicine	11-21-23
Brody School of Medicine Provisional Code	06-14-22
Other Academic Units	
Academic Library Services	03-15-21
Coastal Studies	03-03-20
Health Sciences Library Provisional Code	06-14-22

Rev. 11/28/2023

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(Don Sexauer, Chair of the Faculty, Pieces of Eight, 1998)

Key Sections of the Faculty Manual

Part VIII, Section I - Personnel Policies and Procedures for the Faculty of ECU*

Part IX, Section I - Appointment, Tenure, Promotion, and Advancement Policies and Procedures*

Part IX, Section II - Performance Review of Tenured Faculty*

Part X, Section I – Personnel Action Dossier

- Personnel Action Dossier*
- Cumulative Report*

Part X, Section II - Schedule for Personnel Actions*

Guidelines for Preparing a Cumulative Evaluation
(for Tenure/Promotion Committee and Unit Administrator)

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Key People

- The Unit **Administrator (Chair)**
- The Chair **of Personnel Committee**
- Your Senator(s)
- Your Mentor(s)
- Your Colleagues

Faculty Employment

Tenure-Track Faculty	Fixed Term
Tenure and Promotion in rank	**Subsequent appointment and advancement in title**

• Responsibilities in all areas:
  • Teaching *and*
  • Research *and*
  • Service *and*
  • Clinical (if appropriate)
• It is possible to request early tenure and promotion
• When obtaining Tenure and Promotion, University standard salary increase.
	• Narrower areas of responsibility:
	  • Teaching (and Service) *or*
	  • Research (and Service) *or*
	  • Clinical (and Service)
	• It is possible to request advancement in title in the middle of a multiyear contract
	• When obtaining advancement in title, salary increase varies by college.

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Faculty Employment

Tenure-Track Faculty

- Annual Evaluation (Unit administrator)
- Annual Progress Toward Tenure Letters (Unit administrator + Tenure Committee)
- 2nd year-**1st PAD submitted**
  - Content of PAD determined by Faculty Manual
  - 4 peer observations needed
- 4th year -**2nd PAD submitted**
  - 4 additional observations needed
- 6th year-**3rd PAD submitted**

Fixed-Term Faculty

- Annual Evaluation (Unit administrator)
- For each contract renewal: Portfolio submitted
  - Consists of activities & evaluations
  - Peer assessment needed
- Recommendation for contract renewal (Personnel Committee to Unit Administrator)
- Contract length: 1, 2, 3 or 5 year
- In Academic Affairs, 33% percent in each college in 1-year contracts

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Faculty 180 for Personnel Actions

Faculty180

Scholars@ECU Faculty Profiles | College Coordinators | Steering Committee | Resources | FAQ

Faculty180: Faculty Reporting System

Faculty180 is a tool for reporting activities of faculty, departments, colleges and the university as a whole. It will facilitate tenure and promotion and annual performance review processes. System capabilities include:

- Importing faculty publication records from various bibliographic sources such as SCOPUS or PubMed
- Assisting departments in standardizing information such as journal titles, for example, and eliminating redundancies
- Facilitating management of data at various levels–individual, department, school, college and university
- Providing customized CV templates and reports
- Managing review processes electronically

Review Processes Scheduled for Faculty180 Reviews

Login to Faculty180

Case Creation Request

Upcoming Training

Submit Help Ticket

Faculty180 Help

Annual Process for Workload & Evaluation

UA assigns workload responsibilities for next AY

- 9 month: Spring
- 12 month: Summer

After soliciting faculty preferences and apprising faculty of workload

FM VIII.I.II

Assignment of workload, including reassigned time for research, needs to be documented and included in PAD for TT

UA meets with faculty to discuss criteria for evaluation of faculty performance

For NEW Probationary-Term faculty and Fixed-Term faculty: Meeting takes place at the beginning of first AY (in the fall)

FM IX.I.II.A.3 and FM IX.I.II.B.4

Record of this meeting is documented in Faculty 180 & placed in Personnel File

Annual Evaluation

Progress toward Tenure Letter: after completion of the candidate's current annual evaluation and prior to end of the spring semester.

FM IX.I.II.C.5

Annual Evaluation used in PTT (for Tenure-Track Faculty)

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Annual Evaluation

SHALL

- Be in writing
- Be discussed with faculty member before sending it to higher administrator
- Be signed and dated by the unit administrator and the faculty member
- Be forwarded to faculty member after completing

Faculty member may attach to the evaluation a concise comment regarding the evaluation.

The faculty member has seven working days after receiving the evaluation to attach the statement.

The signature of the faculty member signifies that they read the evaluation, but it does not necessarily indicate concurrence.

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Criteria

All faculty members are evaluated by unit administrator	
Evaluation is based upon current academic year data	***Recent Updates** to Faculty Workload begin AY 24-25
Criteria employed is contained in unit code*	**Remember:** You can find your unit code here

Multiple evaluation methods must be used.

- Methods might be included in unit code or other unit approved guidelines.
- See FM.VIII.I.III. for further information.

Only use SSOI reports for student evaluations.

- Data should not be condensed or summarized.
- Faculty may select to submit comments received in student evaluations.
- If they chose to do so, they must submit all comments, not just a selection.
- Be aware of biases, limits of student evaluations

Adhere to unit's approved Peer Observation Plan* for evaluation of teaching.

- You can find your unit's plan here.
- See here a guide to best practices in Peer Observations.

BEN SKLAR FOR THE CHRONICLE

Evaluation of Teaching

- **Student complaints may be used only if they have been addressed according to FM.IV.IV.III**

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Progress Toward Tenure Letter

- Every year **except** the year prior to the year in which a faculty member's mandatory tenure decision is considered
- Jointly written by Unit Administrator and Tenure Committee
- Written after completion of the candidate's current annual evaluations and prior to end of the spring semester
- Letters address the candidate's **cumulative accomplishments** to date, including successes and areas for improvement
- Candidates are evaluated **within the context of the unit's ongoing expectations** of the candidate in the unit's criteria for promotion and tenure
- The letter includes **evaluative and formative language** that advises the candidate on how to meet unit expectations
- Letters must **not** be understood as **a guarantee** of the ultimate tenure decision
- Representative(s) of the Tenure Committee will **meet** with the unit administrator and the candidate to discuss in a formative manner the outcome of the progress towards tenure with suggested areas of improvement
- If candidate disagrees, they should notify in writing within 14 days of the meeting

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The Personnel Action Dossier (PAD)

"The Personnel Action Dossier (PAD) is a collection of documents and lists of accomplishments in summary form that provides a record of the accomplishments of a faculty member seeking reappointment, promotion, or tenure. A PAD is compiled in a manner described in The Faculty Manual and is submitted each time a personnel action for reappointment, promotion, or tenure takes place. Each PAD becomes part of the faculty member's permanent personnel file and is not returned to the faculty member."

Part X, Section I of the *ECU Faculty Manual*

"Shared governance in an academic setting is a fragile balancing act that takes place between the administration of the university and its faculty. It is the attempt by the administration and the faculty to solve problems and implement policies in a manner that benefits all the constituencies of the university."

(Don Sexauer, Chair of the Faculty, Pieces of Eight, 1998)

Preparing your PAD: General Recommendations

1

Maintain an updated Faculty 180 profile

2

Collect and organize evidence (refer to Cumulative Report format)

3

Store PAD materials electronically

4

Be prepared to submit the PAD electronically

5

Make a back-up copy of the PAD before you submit

ECU Faculty Senate

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Preparing your PAD

"Attention is paid both to productivity since the date of hire, tenure or last promotion (whichever is more recent), and accomplishments over one's entire career ... the candidate should supply dates for all listed activities and accomplishments, making it possible for reviewers to identify clearly the chronology of accomplishments related to the time of hire, tenure or last promotion ..."
Part X, Section I of the *ECU Faculty Manual*

"A committee's deliberations are not limited to the contents of the Personnel Action Dossier and may address any of the candidate's contractual duties and professional conduct."
Part IX, Section I of the *ECU Faculty Manual*

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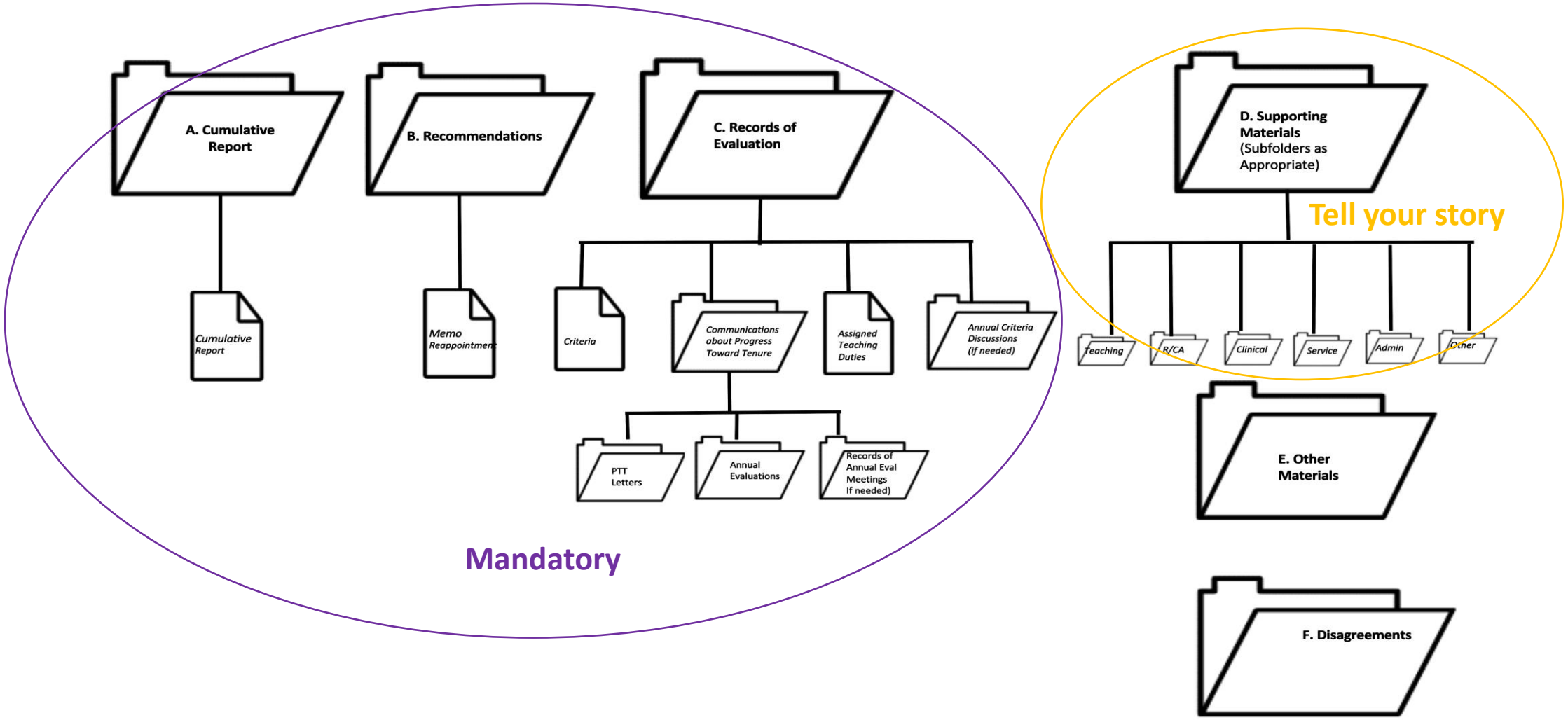
Personnel Action Dossier Structure



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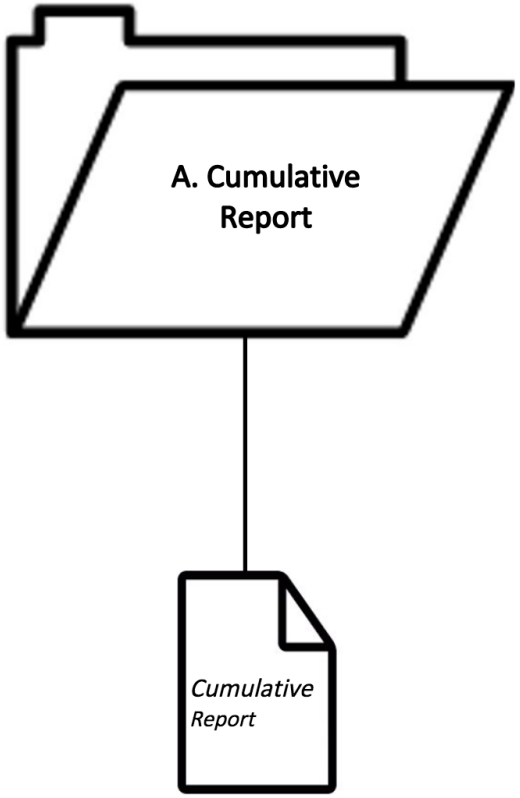
Folder A: Cumulative Report



Specified format in Part X, Section I of *ECU Faculty Manual*

"A properly executed ECU Cumulative Report … is required for … personnel actions. It is the responsibility of the faculty member to have prima facie evidence of all activity listed in this report available for inspection, if requested, by reviewers at any level of the personnel action process."

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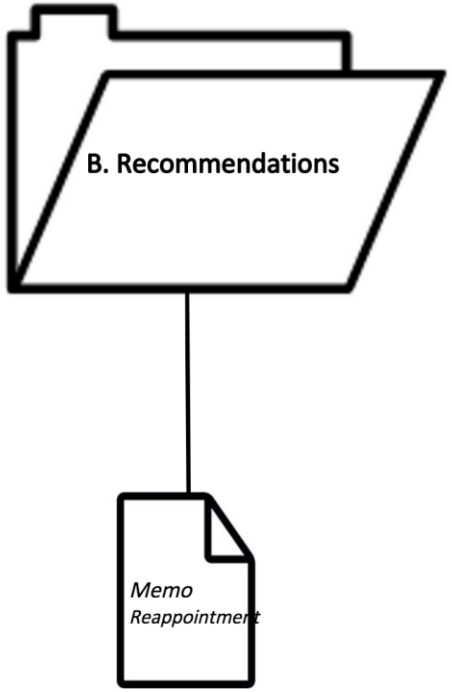
Folder B: Recommendations for Reappointment



Memorandum

a. Unit Tenure Committee's recommendation, signature of the chair of the unit Personnel Committee, and date
b. Unit administrator's recommendation, signature, and date
c. Dean's recommendation, signature, and date
d. Provost's recommendation, signature, date

Signatures are included at every step

Candidate is notified at every step

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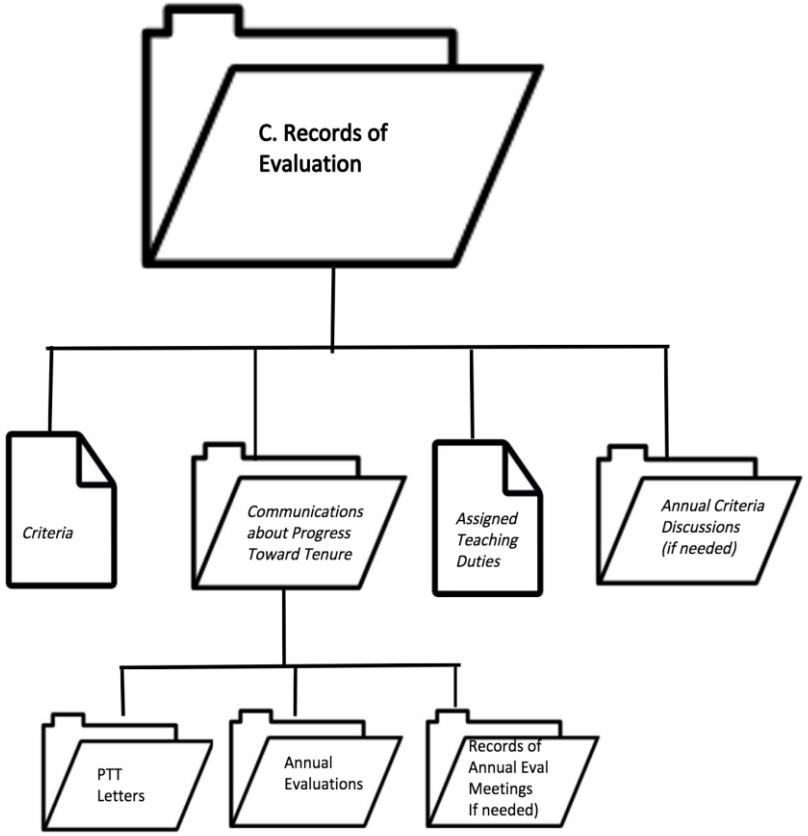
Folder C: Records of Evaluation



- Criteria for tenure and/or promotion set forth in the **Unit Code**
- Copies of all written communications with the candidate on progress toward tenure, including PTT Letters and Annual Evaluations over time period
- Records of annual evaluation meetings with unit administrator
- Records of assigned teaching duties and responsibilities, including reassigned time
- Records of annual discussion on criteria for evaluation of faculty performance

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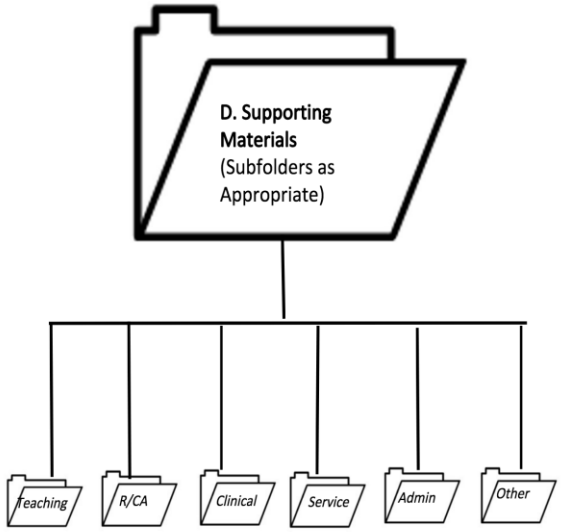
Folder D: Supporting Materials



Seek out	examples and ask for advice
Consult	with your Unit Administrator and Chair of Tenure Committee about what to include
Include	an index, graphic organizer, or other resource that will help reviewers understand what supporting materials are in Folder D overall, how they are organized, and the order in which they should be reviewed.
Tell	your story as it relates to teaching, research, and service.
Use	a narrative at the beginning of each section
Demonstrate	that you have been reflective and purposeful about your teaching, research, and service
Communicate	your goals and your corresponding actions, and
Provide	an opportunity to point to and tie together the sections of your PAD.

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Folder D: Teaching Subfolder

Mandatory

- SSOI (Blue) Reports (in full, not summarized)
- Inclusion of student comments at the discretion of the candidate, but all must be included from a given course
- Full reports from peer observation of instruction

Teaching Effectiveness Artifacts

- Teaching Statement (one or two pages; maximum of three)
- Workload
  - List of courses taught, perhaps with a brief description of challenges/ rewards & terms taught
  - Mentoring and advising (theses, dissertations, honors projects, etc.)
- Instructional Materials
  - Course syllabi, assignment, projects, etc
  - Examples of student work
- Impact
  - Honors, awards, other forms of recognition
  - Unsolicited student feedback
  - Course redesign, curriculum innovations, special projects
  - Grants in support of teaching
  - Publications focused on pedagogy ("if not classified as Scholarship in the candidate's unit or discipline")
- Reflection on student feedback
  - Explain any aberrations and steps you have taken to address identified areas for improvement; note difficulty level and response rate if appropriate

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Folder D: Research/Creative Activity Subfolder

- Introduction to your research agenda and reflection on your goals and accomplishments. Discuss the breath and/or depth of your work. What have you done/plan to do?

- Selected example(s) of research and creative activity (reports, articles, photographs of work, link to materials

- Evidence of quality and impact – citation information, forms of recognition (invited lectures, etc.), quality of publishing venue

- Overview of grant work and impact – letters of awards, letters where no funding but positive content

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Folder D: Service Subfolder

- Philosophy of Service and how you have pursued it; consider connections among teaching, scholarship, and service
- Examples of service accomplishments – professional (national, university, department), community, etc. (Servire Society, leadership, recognition)
- Grants in support of service activities
- Letters, materials, feedback, etc.

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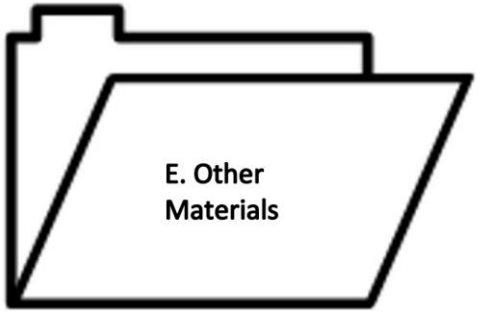
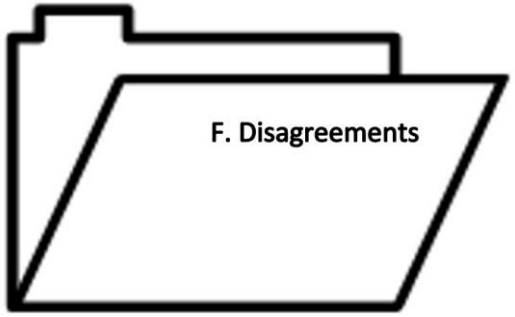
Folders E and F





Tab E – Other Material

- Information not related to this specific position that you believe is important to your achievement
- This section may have nothing in it.

Tab F – Disagreements

This section may have nothing in it.

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The Support: The ECU Office for Faculty Excellence

Office for Faculty Excellence

Upcoming Sessions | Teaching Resources | Faculty Life | Research and Statistics | Faculty Awards | About Us

Office for Faculty Excellence Mission

Supporting Outstanding Faculty in Their Teaching, Research, & Service through Faculty Development Programming and Consultation. Supporting Student Learning through Outstanding Faculty.

Workshops by Topic

- Academic Appointments and Advancement
- Canvas Connections
- Canvas Technology Bytes
- Department Chair Sessions
- Faculty180 Training
- Go Intercultural!
- Grants: Proposals, Processes and People
- HOiST – Helping Our Students Thrive
- Idea Exchanges and Dialogues with Award-Winning Faculty
- Mentoring Workshop Series
- Scholarly Publishing and Dissemination
- Statistics and Research Workshop Series
- Teaching and Research with Artificial Intelligence (AI)
- Teaching at ECU Series
- Universal Design for Learning Workshops

New Faculty Resources

Academic Appointments & Advancement

Scholars@ECU Faculty Profiles

Contact the OFE

Ways to Get Involved in Faculty Senate

Faculty Senate

Academic Calendars | Officers | Meetings | Committees | UNC Faculty Assembly

Meeting Dates & Agendas

2024-2025

- April 30, 2024 (organizational)
  - April 2024 Organizational Agenda (PDF)
  - April 2024 Organizational Livestream Link
- September 10, 2024
- October 1, 2024
- November 5, 2024
- December 3, 2024
- January 28, 2025
- February 25, 2025
- March 25, 2025
- April 22, 2025

2025-2026 organizational meeting
April 29, 2025

Links to the streaming video will be in the agendas, and the recording of the meeting will be available at the same link shortly after the meeting.

Anyone with questions about parking availability are encouraged to contact Parking and Transportation Services at eventparking@ecu.edu.

Section 2. The electoral units for the Faculty Senate shall be the academic code units. Each electoral unit shall be represented in the Faculty Senate in proportion to its share of the voting membership of the General Faculty, with at least one Senator but not to exceed fifteen percent of the elected Senators. All voting members of the General Faculty in at least their second year of appointment to the electoral unit that they will represent are eligible for election to the Faculty Senate.

Faculty Senate Roster

Archived Agendas

2023-2024

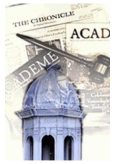
- May 2023 (PDF)
- September 2023 (PDF)
- October 2023 (PDF)
- November 2023 (PDF)
- December 2023 (PDF)
- January 2024 (PDF)
- February 2024 (PDF)
- March 2024 (PDF)
- April 2024 (PDF)

2022-2023

- April 2023 (PDF)
- March 2023 (PDF
- February 2023 (PDF)
- January 2023 (PDF)
- December 2022 (PDF)
- November 2022 (PDF)
- October 2022 (PDF)
- September 2022 (PDF)
- May 2022 (PDF) (organizational)

2021-2022

- April 2022 (PDF)
- March 2022 (PDF)
- February 2022 (PDF)
- January 2022 (PDF)
- December 2021 (PDF)
- November 2021 (PDF)
- October 2021 (PDF)
- September 2021 (PDF)
- May 2021 (PDF) (special meeting)
- May 2021 (PDF) (organizational)



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Ways to Get Involved in Faculty Senate

Faculty Senate

Academic Calendars | Officers | Meetings | Committees | UNC Faculty Assembly

University Standing Committees

Academic Committees

- Academic Awards
- Admission and Retention Policies
- Calendar
- Committee on Diversity, Equity, and Inclusion
- Distance Education and Learning Technology
- Educational Policies and Planning
- Faculty Governance
- Faculty Welfare
- General Education and Instructional Effectiveness
- Libraries
- Research/Creative Activities
- Service-Learning
- Student Academic Appellate
- Student Scholarships, Fellowships, Financial Aid
- Teaching Grants
- Undergraduate Curriculum
- Unit Code Screening
- University Athletics
- University Budget
- University Environment
- Writing Across the Curriculum

Faculty Senate Committees

- Agenda
- Committee on Committees

Administrative Committees

(listed are those with elected/appointed faculty membership)

- Badging Governance Committee
- Copyrights
- Global Affairs
- Honorary Degrees, Awards and Distinctions
- Honors College Faculty Advisory
- Information Resources Coordinating Council
- Parking and Transportation
- Parking Citation Appeals
- Patent
- Safety and Security Committee
- Technology Acquisition Committee
- University Benefits
- University Committee on Academic Integrity
- University Studies Faculty Oversight

2024-2025 Committee Appointments

2024-2025 Committee Contacts

Resources

Annual Report Form (Word)

Description of Committees

Committee Meeting Times (PDF)

Faculty Counselors

Meeting Minutes Form (Word)

Please contact the Faculty Senate office about committee activities:
facultysenate@ecu.edu
252-328-6537

Finding your Fit

Find where your interests and expertise fit with specific academic and appellate committees.
Committees by Topic

Administrative Committees

(listed are those with elected/appointed faculty membership)

- Badging Governance Committee
- Copyrights
- Global Affairs
- Honorary Degrees, Awards and Distinctions
- Honors College Faculty Advisory
- Information Resources Coordinating Council
- Parking and Transportation
- Parking Citation Appeals
- Patent
- Safety and Security Committee
- Technology Acquisition Committee
- University Benefits
- University Committee on Academic Integrity
- University Studies Faculty Oversight

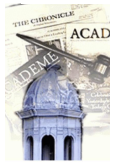
Appellate Committee

The Appellate Committee is made up of permanently tenured or probationary tenure-track voting faculty holding no administrative title. It serves as a pool for populating hearing panels for the four appellate processes (Hearing, Due Process, Reconsideration, and Grievance).

Graduate Council

The Graduate Council reviews, considers and recommends graduate academic policies and upon recommendation of the Graduate Curriculum Committee (GCC), graduate curriculum and degree programs.

Section 2. Unless otherwise specified in a committee's charge, all faculty members in at least their second consecutive year of full-time employment at East Carolina University are eligible to serve on Faculty Senate standing committees. A majority of the voting members of each Committee must be faculty members, and a variety of ranks and titles should be represented on each roster. The Chancellor and the Chair of the Faculty or their representatives serve as ex-officio members of all committees (Faculty Senate Resolution #20-27). Student members are nominated by the Student Government Association for appointment by the Chancellor. Members of committees serve in accordance with their ability, training, and experience rather than as representatives of their electoral unit.



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Faculty Senate Committees by Topic

Committees by Topic

Curriculum and Academic Programs

Academic

- Distance Education and Learning Technology
- Educational Policies and Planning
- General Education and Instructional Effectiveness
- Service Learning
- Undergraduate Curriculum
- Writing Across the Curriculum

Administrative

- University Studies Faculty Oversight
- Global Affairs Advisory
- Honors College Faculty Advisory

Faculty Welfare

Academic

- Calendar
- Committee on Diversity, Equity, and Inclusion
- Faculty Welfare
- Libraries
- University Budget
- University Environment

Administrative

- Environmental Safety
- Information Resources Coordinating Council
- Parking and Transportation
- Parking Citation Appeals
- University Benefits

Student Welfare

Academic

- Admission and Retention Policies
- Student Academic Appellate
- Student Scholarships, Fellowships, and Financial Aid
- University Athletics

Administrative

- Academic Integrity

Teaching and Research Excellence

Academic

- Academic Awards
- Research/Creative Activities
- Teaching Grants

Administrative

- Honorary Degrees, Awards, and Distinctions

Faculty Governance

Academic

- Committee on Committees
- Faculty Governance (tenured faculty)
- Unit Code Screening

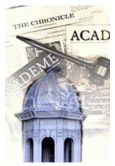
Administrative

- Copyrights
- Graduate Council (graduate faculty)

Appellate Committee

Panels (*require tenured faculty)

- Due Process*
- Faculty Grievance
- Hearing*
- Reconsideration*



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Questions?