



AGENDA
University Affairs Committee
April 22, 2021

- I. Approval of Minutes – February 11, 2021
- II. Review of Operational Metrics
- III. Action Items
 - A. Conferral of Degrees
 - B. Faculty Senate Resolution Revisions #19-69 and #19-70
- IV. Informational Items
 - A. Artificial Intelligence in the Admissions Process
 - B. ERMC Risk Summaries
- V. Closed Session



University Affairs Committee

April 22, 2021

Agenda Item:

I. Approval of Minutes
February 11, 2021

Responsible Person:

Leigh Fanning
Committee Chair

Action Requested:

Action

Notes:

University Affairs Meeting – Board of Trustees
February 11, 2020

BOT Members Attending: Leigh Fanning (chair), Max Joyner, Vince Smith and Tucker Robbins

Meeting started at 9:10am.

Ms. Fanning opened the meeting at 9:10am by reading the conflict of interest statement as well as the Jurisdiction Review and Conduct Statement for University Affairs.

Meeting from the November 2020 UA meeting were approved without dissent

- **Metrics**
 - **Academic Affairs – Grant Hayes**
 - On target to welcome good freshman class for fall 2021. We have already broken freshman application numbers (21,410 received to date – that’s 1,097 more than the end of the last year cycle). More than 18,000 students have been admitted. The deadline is April 1. Enrollment deposits do trail behind last year but since the housing contracts opened, we have made gains on that. Our early indicators are looking good, but student engagement in the spring and summer will be key for transfer and graduate students. Grad admissions are up by 12 and overall applications are up by 474 by last year and we expect those to go up in the next two months.
 - **Research – Mike Van Scott**
 - We are up by about \$17 million for awards and sponsored awards. We are up for the total year. Sponsored programs dollars are growing a bit faster than our research, but all are growing. We expect growth to continue but are watching as we have a transition in the federal government.
 - **Student Affairs – Virginia Hardy**
 - Housing contracts are just beginning with those since it opened in January. We are hoping for a target goal for 4,250 for first time-first-year students. One of the biggest challenges will be what the pandemic brings for us.
 - Counseling numbers – we saw 29% fewer from Fall 2020 and Fall 2019. The wait time was much lower due to teletherapy. Depression, isolation, relationship problems, disconnected and academic struggles are many of the issues students are facing.

- **Divisional Reports**

- **Academic Affairs – Grant Hayes**

- We have 68% of classes held online for spring 2021 (32% in person). We have made the classrooms very safe with social distancing. We are going to offer 17 Pirates Aboard days this spring for students and families to come to campus and visit as they look to make their decision. This will be focused on the colleges and departments and each session will be capped with a safe number.

- **Student Affairs – Virginia Hardy**

- We started in the spring with about 1860 students in the hall – we have about 1825 currently. We did entry testing for students before they came back to the halls. This worked perfectly and prevented students that were positive from coming to ECU. As of Feb. 10, we only have 20 students that want to live on campus but haven't gotten medical clearance yet. We did mass testing of all students in the residence halls last week (the students in the halls have done a great job with compliance) – out of the 90% tested in the halls (some were exempt) we had a very small number that tested positive. They moved to Q&I and are doing well. We have done more testing through the semester so far and will keep testing. We have only a little over a 1% positivity rate, which is quite impressive. The students in the Outer Banks have been monitored and cared for too. We have 14 people currently in Q&I in College Hill Suites and we are taking care of them and also doing some programming for them to remain connected. We continue to do contact tracing (we have nearly 200 people working on contact tracing). A vaccine clinic (SHS has been approved to distribute the vaccine) will be operating in the next couple of weeks once the supplies are ready – the location will be in the Croatan. The number of large gatherings started quite high at the start of the semester, but it has been going down and folks are more compliant. We have concerns once the weather gets better, but we are really trying to stay strong and communicate with our students to have an investment in keeping ECU safe. We are doing 25% testing in the halls each week to stay on top of our rates. We are using Wastewater testing to help get out in front of the virus and this is working well too.

- **Research – Mike Van Scott**

- Our students came back in the spring and were able to re-engage – we are prioritizing our needs for students and suspended any non-essential activities until the post-holiday surge. That is going by now and students are re-connecting. In addition to the wastewater testing, we have researchers that are also doing air testing in the residence halls and this going well too. Once the saliva testing is able to go forward, Brody and Vidant will be working with ECU on getting this rolled out.

Spotlight Colleges

- **College of Education – Art Rouse, acting dean**

- Challenges due to COVID included interactive modules, personalized instruction, the holistic needs of our students and innovative instructional methods. He shared some student testimonials regarding the work COE has done to help during the fall and spring. Some successes are being seen at the teaching licenses and community school. He shared some of the service elements from COE related to the Rural Education Institute (1500 participants = 120 hours of service). Faculty have provided support to families and schools in the state and region totaling more than 1,400 contact / services hours. In transformation categories, a \$3 million grant funded the PIRATE Leadership Academy to train principals to serve in rural eastern NC. Counselor Education received a million-dollar grant from SAMHSA in the US Dept. of Health. More than \$35 million in total awards and nearly \$15 million in external funds have gone to the COE in 2019-20.
 - **College of Health and Human Performance – Anisa Zvonkovic**
 - HHP is looked at as the Home of Prevention Science in varied disciplines through research, teaching, training and service. Many HHP graduates seek professions in public service and public health agencies. We have close to 4,000 students and they are producing a strong level of return on our investment in many of our programs. Sponsored programs are up in significant numbers in the last couple of years. Research awards have also gone up. She featured one of the programs in HHP called the Design for Disability in 2019-20. This is a multi-disciplinary effort with CET, Geography, and Athletics. Another program called Aging Well Together in 2020-21 include monthly brown bags with a movie festival coming up in late February. We will have Diane Rheem from NPR as a part of the panel presentation as well as a documentary director for the film being shown. An upcoming program in 2021-22 is called Trauma and Resilience. This will be an intersection of research and application on various topics and will include a film series.

Meeting Adjourned at 10:13 am



University Affairs Committee

April 22, 2021

Agenda Item: II. Review of Operational Metrics

Responsible Person: Grant Hayes
Interim Provost

Virginia Hardy
Vice Chancellor for Student Affairs

Mike Van Scott
Interim Vice Chancellor
Research, Economic Development & Engagement

Action Requested: Information

Notes:



University Affairs Committee

April 22, 2021

Agenda Item:

III. A. Conferral of Degrees

Responsible Person:

Grant Hayes
Interim Provost

Action Requested:

Action

Notes:

PROPOSED MOTION:

I move that the candidates for degrees, as approved by the Chancellor and the Faculty Senate, be authorized for conferral at the annual Spring Commencement on Friday, May 7, 2021.



University Affairs Committee

April 22, 2021

Agenda Item: III. B. Faculty Senate Resolutions
Revisions to #19-69 and #19-70

Responsible Person: Grant Hayes
Interim Provost

Action Requested: Action

Notes:

PROPOSED MOTION:

I move that the revisions to Faculty Senate Resolutions #19-69 and #19-70 be approved as presented in board materials and recommend this item for approval by the full board.

Summary of Revisions to Faculty Manual (Appellate Procedures)

Faculty Senate Resolutions #19-69, #19-70

ECU Faculty Manual, Part XII. Faculty Appellate Provisions, Section 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

ECU Faculty Manual, Part XII. Faculty Appellate Provisions, Section II. General Faculty Grievance Procedures and Appeals of Non-Conferral of Early Tenure

On July 1, 2019, the UNC System Board of Governors issued Regulations in UNC Policy 101.3.1.1[R] and 101.3.1.2[R] related to the review of Faculty Appeals Under Section 604 C and Section 603 of The Code. These revisions generally removed the faculty's ability to appeal matters to the UNC Board of Governors, imposed three defined grounds for appeal to the Board of Trustees (material procedural error, clearly erroneous, contrary to law or policy), and provided time limits for appeals.

At the same time, ECU Faculty Senate had undertaken a review of the Faculty Manual appellate procedures for review. Changes were held by Chancellor in February 2019, pending updates to the UNC Code. The Faculty Senate made recommendation to revise Part IX, Section I and Section II (appellate procedures) to conform with UNC Policy 101.3.1.1[R] and 101.3.1.2[R]. Those additional edits were made in Resolutions #19-69 and #19-70, and were approved at the October 2019 Faculty Senate meeting. The Chancellor has approved Resolutions #19-69 and #19-70, and the resolutions must be approved by the Board of Trustees.

These revisions to Part XII of the Faculty Manual include:

- 1. Includes statement on jurisdiction of BOG limited –it is completely discretionary in certain matters, as decided by BOG**
 - a. States: “It is the Board of Governors’ expectation that campus matters will be addressed appropriately at the constituent institution”
 - b. Include explanation that UNC Board of Governors retains sole discretion in extraordinary circumstances to undertake review of any matter “that has not first been brought to the attention of the designated institutional administrator, chancellor, or president for appropriate review and handling.”
- 2. In all Faculty Manual Part XII Sections, decision by BOT now final -- removal of process for appeals to Board of Governors, in compliance with revisions to UNC Code**
- 3. Part XII, Section I - Non-Reappointment or Non-Conferral of Tenure at the Completion of a Probationary Term Changes.**
 - a. Chancellors’ decision in matters with concurrence of committee is now final (if favorable to the faculty member)
 - i. States: “If the chancellor either declines to accept a committee recommendation that is favorable to the faculty member, or concurs in a committee recommendation that is unfavorable to the faculty member, the

faculty member may appeal the chancellor's decision by filing a written notice of appeal with the Board of Trustees."

- b. Appeal to ECU BOT (previously direct appeal to BOG to appeal the Chancellor's decision) within 14 calendar days after the faculty member's receipt of the chancellor's decision.
 - c. Requires that the faculty state basis for appeal to be reviewed on appeal (no longer open-ended appeals, and in compliance with UNC Policy):
 - i. (a) that the campus-based process for reviewing the decision was **materially flawed**, so as to raise questions about whether the faculty member's contentions were fairly and reliably considered;
 - ii. (b) that the result reached by the chancellor was **clearly erroneous**; or
 - iii. (c) that the decision was **contrary to controlling law or policy**.
 - d. The decision of the BOT is final and shall end the University's appeals process.
- 4. Part XII, Section I - Due Process Before Discharge or Imposition of Serious Sanctions Changes:**
- a. Requires members of Due Process Committee be full time, permanently tenured voting faculty (as per Part IX, Section IV) without administrative appointment
 - b. Requires that the faculty state basis for appeal to be reviewed on appeal (no longer open-ended appeal options and in compliance with UNC Policy):
 - i. (1) that the process for making the decision was **materially flawed**, so as to raise questions about whether the faculty member's contentions were fairly and reliably considered;
 - ii. (2) that the result reached by the chancellor was **clearly erroneous**; or
 - iii. (3) that the decision was **contrary to controlling law or policy**.
 - c. Requires appeal be served by certified mail, return receipt requested, or by another means that provides proof of delivery, within 14 calendar days after the chancellor's decision.
 - d. Decision of BOT on appeal is now final.
- 5. Part XII, Section II - General Faculty Grievances/Appeals of Non-conferral of Early Tenure**
- a. Representatives from the respective ranks of both the grievant and respondent are now to be included on the appeal panel
 - b. Decision of BOT on appeal is now final



University Affairs Committee

April 22, 2021

Agenda Item:

IV. A. Artificial Intelligence
In the Admissions Process

Responsible Person:

Stephanie Whaley
Assistant Vice Chancellor
Director of Admissions

Action Requested:

Information

Notes:



University Affairs Committee

April 22, 2021

Agenda Item:

IV. B. ERM Risk Summaries

Responsible Person:

Action Requested:

Information Only
No Presentation

Notes:

Division of Academic Affairs

- Academic and student support programming underwent significant changes because of the global pandemic. All services that have been added will remain when we return to campus, to be able to continue to serve our distance education (DE) population.
- Moving a program or service to an online model requires personnel to create, manage and support those services. In some instances, additional staff are required at the point of creation, but are not required to maintain and continue to provide the services.
- Academic Advising on campus has evolved over the past year to virtually provide face-to-face appointments during the pandemic, which will continue for our DE population following the general population return to campus. A face-to-face appointment provides the opportunity to discuss concerns in detail and allows an academic advisor to respond to non-verbal cues. However, it also takes additional time, requires addressing technology concerns and answering student questions about instruction or course delivery methods, and does not necessarily allow a good work-life balance. Differences with advisee loads amongst the various advising centers are emphasized in a virtual format, where those advisors with smaller student assignments can spend additional time with students and provide more direct service to the students. A survey of academic advising is conducted every spring (with the exception of spring 2020 due to the pandemic) and will be reviewed to identify areas of concern moving forward. The survey results will also allow programming needs to be identified for professional development and incorporated into the annual training calendar for academic advising.
- Our Pirate Academic Success Center (PASC) has virtually offered face-to-face tutoring and mentoring via Microsoft Teams, using both professional and student tutors via Tutor Matching Services. Sustaining these services is necessary post-pandemic, as we have not historically been able to provide DE students with an experience comparable to on campus service. However, sustaining this service will be difficult without the identification of additional funding, as it is currently managed via UNC System opportunities and CARES funds. Canvas study groups will continue and are sustainable. Group tutoring was utilized pre-pandemic in a face-to-face environment and required no additional personnel to continue in a face-to-face Teams environment. Post-pandemic, group tutoring is sustainable. PASC continues to assess student need for services, via student and academic advisor identification of additional course needs.
- As students and parents identify concerns (via email, telephone or social media), a review of the concern and the area involved occurs, as it would in a face-to-face environment.
- The largest concerns with sustainability are now 1) burnout of the professional staff, and 2) funding for innovative programming. Staff have reported working longer hours to include nights, weekends and holidays more during the pandemic than prior to it. There is an increased urgency felt by the staff, due to student and parental fears and concerns, and the evolving rules and policies in place (i.e. block schedules for fall, pass/fail grading, changes to the academic calendar, etc.). In a post-pandemic world, evolving rules and policy changes will not occur as frequently, and should reduce some of the anxiety of the populations serviced.

Division of Student Affairs

Student Affairs educators continued to ensure students remained connected to critical support services, co-curricular programming, and engagement opportunities while focusing on plans to assure student safety. Student Activities Board provided a lot of engagement opportunities and programs mostly virtually; some in spring 2021 were hybrid. Traditions like homecoming parade, Polar Plunge, Barefoot on the Mall resumed with new looks, including the safety protocols.

The division continues to function even as many staff are working remotely. While certain aspects of campus operations were curtailed during the pandemic, many students remained on campus, and certain services, such as Student Health, Disability Support and the Purple Pantry became even more important to maintain for those who were still here.

Communicating to students and parents alike was sustained by the strong online and social media presence of the Division of Student Affairs. Announcements to students were achieved through mass emailing efforts via the student listserv. The ENGAGE platform for student organization management allowed students to join and participate in fraternities and sororities. Student Government remained actively involved, advocating for students via virtual meeting platforms.

Career Services and the ability to virtually connect with employers was crucial for those students graduating spring 2020 and 2021. The capabilities of Career Services to meet the demand of student and employer service requests have been impacted more by three staff vacancies compared to the pandemic and operating virtually.

Staff and Counselors in the Center for Counseling and Student Development obtained equipment and training allowing them to provide teletherapy (video counseling) for individuals and groups. Crisis intervention services also were provided via phone/video depending on the circumstances. In order to provide counseling services virtually and across state lines, the staff had to get special licensure waivers to practice across state lines.

Similarly, case managers and staff within the Dean of Student Office were provided necessary equipment to work from home. Case managers continued student meetings virtually. ITCS worked with the office to integrate a booking app onto the DOS website allowing students to request online appointments that scheduled Microsoft TEAMS connections automatically.

The types of services provided by Student Health Services have expanded and changed because of the pandemic. It was necessary for SHS to restructure operations to include COVID specific care that included testing, diagnosis and aftercare and most recently shifting to handle vaccinations for the campus community. Other health services continued via virtual visits.

The weekly well-being on demand programs offered through Campus Recreation and Wellness were essential for the emotional wellness of students, faculty, and staff. The pandemic and the political climate of the past year proved the importance of Intercultural Affairs continuing dialogue to promote cultural competency and reflection on the challenges of the biases of race, ethnicity, gender identity, religion, social class, and other distinctions. CRW utilized an APP to help students, faculty, and staff to schedule workout times as part of the safety protocol.

Student Affairs educators and staff learned quickly how to deliver and scale their services in a virtual manner. The past year made it necessary to reallocate our student affairs staff to roles that foster student success in online and virtual environments but did not nullify the impact of our services.



University Affairs Committee

April 22, 2021

Agenda Item:

V. Closed Session

Responsible Person:

Action Requested:

Action

Notes:

I move that we go into Closed Session:

- to prevent the disclosure of confidential information under N.C. General Statutes §126-22 to §126-30 (personnel information) and the federal Family Educational Rights and Privacy Act; and
- to consider the qualifications, competence, performance, character, fitness, or appointment of prospective and/or current employees and/or to hear or investigate a complaint or grievance by or against one or more employees; and
- to consult with an attorney to preserve the attorney-client privilege between the attorney and the Committee.