

FACULTY SENATE

MINUTES OF MAY 19, 1970

*Mailed via
campus mail
5-27-70*

The Faculty Senate met on Tuesday, May 19, 1970, at 4:00 p.m. in Room 103, Biology Building. The Chairman called the meeting to order. The roll was checked by the seating chart with the following members absent: Francis Douglas, Sheldon Downes, Andrew Gibbons, Leon Johnson, Larry Kendrick, Wayne B. Kinzie, Virginia McGrath, Oral Parks, Albert Pertalion, William Pritchard, Brame Resnik, Barry Shank, Quintin Todd, Martin Traux. The Chairman called for corrections to the minutes. Mr. Stewart made a motion that the minutes be accepted as presented. The motion was seconded by Mr. Paulk and the motion carried.

SPECIAL ORDER OF THE DAY

Chairman Davis reminded the members that there will be a special Faculty Senate meeting held on May 20, 1970.

Chairman Davis then presented the results of the Academic Calendar Survey. They are as follows:

Total Votes Cast	439
For Quarter	255
For Semester	184

Chairman Davis announced that he had received a request from Mr. Bob Whitley, SGA President to address the Senate concerning a Students' Petition relating to the abolishment of required class attendance regulations for East Carolina University students. Mr. Davis announced that it would take a suspension of the rules to permit Mr. Whitley's request. Mr. Price moved that the rules be suspended; Mr. Rees seconded the motion. The motion carried.

Mr. Whitley, SGA President, in his remarks to the Senate, expressed concern over the lack of action on the part of the Credits Committee relative to a petition bearing over 3000 student signatures requesting that rules for class attendance for Freshmen and Sophomore students be abolished. He terminated his remarks with the request that the Senate pass a motion that class attendance regulations be abolished.

Mr. Stewart moved that the rule concerning class attendance be left mandatory for Freshmen and Sophomore students; Mr. Ward seconded the motion. Mr. Price moved that the motion by Mr. Stewart be tabled; Mr. Rees seconded the motion. The motion carried. Mr. Rosenfeld moved that the Faculty Senate adopt a motion to suspend mandatory attendance with the exception of Freshman classes on a trial basis for Fall Quarter. Mr. Adler seconded the motion. Mr. Grossnickle, Parliamentarian, stated that according to Robert's Rules of Order, it was not proper to have a motion on the floor that referred to a motion that had just been tabled. It was moved, seconded and passed that the rules be suspended so that Mr. Rosenfeld's motion could be considered. There was further discussion during which Mr. Colcord, Chairman of the Credit Committee, stated that a sub-committee had been appointed to study the possibility of doing away with the mandatory class attendance rule and that the sub-committee hoped to have the report ready by early Fall. Mr. Holt stated that in many institutions class attendance is a matter handled by the individual professor and his students.

Mr. Kim moved to close the discussion and Miss Boyce seconded; this motion was then passed. Mr. Rosenfeld's motion was then voted on and passed. Mr. Williams stated that he thought that a committee should be appointed to study this question. Mr. Colcord stated it might be better for an Ad-Hoc Committee to be set up to study this instead of the Credit Committee. After further discussion on this point the Chairman stated that he would appoint such a committee unless there was objection by the senate (See attached list of appointments).

REPORT OF COMMITTEES

Mr. Jones, representing the Faculty Welfare Committee, presented a report concerning major changes concerning the group tax deferred annuity program (See attachment to agenda for May 19, 1970 meeting). Mr. Leith moved that the Senate accept the proposal, the motion was seconded by Mr. Sehgal. The motion passed.

Mr. Hooks, representing the Faculty Affairs Committee, presented an informational report concerning the Status of Faculty Salaries (See attached).

Mr. Aliapoulios moved that the Faculty Senate suggest to the Faculty Affairs Committee that a member be assigned to the Fair Housing Committee. Mr. Ferrell seconded the motion and the motion passed.

Mr. Colcord presented, the annual report of the Credits Committee (See attached). Mr. Colcord stated the Credits Committee in consultation with Mr. Horne, Director of Admissions, has recommended to the Senate that there be a revision in the Special Examination for Credit Regulations. Mr. Davis stated that it would be necessary that there be a suspension of the rules to let this recommendation be considered and voted upon. Mr. Price moved that the rules be suspended. The motion was seconded by Mr. Crawley; the motion passed. After some discussion, Mr. Horne moved that the Senate accept the committee's recommendation as follows: "That twenty-five per cent (25%) rather than the current fifteen per cent (15%) of the 190 quarter hours of credit required for graduation may be earned by special examination". Mr. Ferrell seconded the motion and the motion passed.

Miss Boyce presented the Faculty Senate Agenda Committee report (See attachment, agenda for May 19, 1970 meeting). She noted that the recommendation included in the report should be changed as follows: "All new degree, both major and minor, programs approved ...". Miss Boyce moved that the Senate adopt the Faculty Senate Agenda Committee's recommendation. The motion was seconded by Mr. Grossnickle and approved.

NEW BUSINESS

Mr. Davis announced that the Graduation List which has been available in the Office of the Chairman of the Faculty Senate, 102 Wright Building, for examination by Senators has received no objections. Mr. Woodside moved that the Graduation List be approved. Miss Boyce seconded the motion, the motion carried.

Mrs. Daugherty, Chairman of the Curriculum Committee, announced that a change for clarification purposes is necessary in the proposed B. S. Degree in the School of Allied Health and Social Professions requirements. She suggested that the following change be made: "That the last item, 'Literature' be changed to 'English' ". Miss Boyce moved that the recommendation be accepted. The motion was seconded and passed.

The meeting was adjourned at 5:55 p.m.

Respectfully submitted,

William Durham
Secretary

COMMITTEE TO EVALUATE SOPHOMORE LEVEL CLASSROOM ATTENDANCE FACTORS

Wendall Allen, Biology

John Daniels, Mathematics

Robert Ussery, Institutional Research

Robert Whitley, SGA President

FACULTY AFFAIRS COMMITTEE REPORT

ANALYSIS OF FACULTY SALARIES (1969-70)

The Faculty Affairs Committee spent a substantial amount of time collecting and analyzing data during the year. The following comments are offered to clarify the material submitted by the committee.

1. Introduction:

A complete analysis of salary information should be based upon the variables which are reflected in annual decisions regarding increases in salary, promotions in rank, attainment of tenure, etc. This type of extensive salary study requires time and personnel beyond the resources of the Faculty Affairs Committee and a continuous updating of information through Offices of Institutional Research or similar agencies. Therefore, the committee collected and analyzed salary data with limited investigation into the concrete relationships among the following variables.

- a. Highest degree of each faculty member
- b. Quality of teaching
- c. Experience (years and type of professional work)
- d. Professional work (offices held, committee work, etc.)
- e. Research
- f. Publications
- g. Supply and demand

It is possible that limited information which does not utilize the variables mentioned above may be misleading. Therefore, the committee urges caution in reading and interpreting the data in this study.

2. Data Presented for 1969-70 Salaries:

- a. Table I - Mean and Median Salaries by Rank and Sex
- b. Table II - Theoretical Salary Schedule taken from Faculty Affairs Committee Report 1968.
- c. Table III - Frequency Distribution of Faculty Salaries by Rank
- d. Table IV - Salary Range by Rank and Sex
- e. Table V - Faculty Composition by Rank and Sex
- f. AAUP Salary Report for North Carolina Institutions 1969-70
- g. Higher Education and National Affairs Report on Salaries 1969-70

3. Questions investigated by the committee:

- a. How do salaries compare by sex of faculty members?
- b. How do salaries compare by professional rank of faculty members?
- c. How do salaries compare for individuals with similar records of preparation, experience, professional work, etc?
- d. How do salaries at East Carolina compare with other institutions within the state and across the nation?

4. Answers to Questions:

- a. An analysis of male and female salaries by range, median, and mean without regard for degree, experience, etc. indicated no substantial differences according to sex. (Table I and Table IV). Also, Table V provides information related to Faculty composition by rank, sex, and degree.

- b. A comparison by ranks is shown in Table III. The frequency distribution shows the progression of salary steps from instructor to professor. A comparison of this schedule with the Faculty Affairs Committee Theoretical Schedule presented in 1968 indicates that the actual range for each rank is less than the projected range. Therefore present salaries are less divergent than those projected in the committee schedules.
- c. An examination of salaries in relation to type of degree indicates that faculty members with similar preparation receive similar salaries within ranks and among departments. A follow-up of the variables mentioned in the introduction makes the cause for variation evident. Where all other variables appear to be equal, the committee recognized that supply and demand of personnel in all disciplines is a very real factor to be considered.
- d. East Carolina salaries compare favorably with other regional universities in North Carolina as rated by the AAUP. However, East Carolina salaries are substantially below the University of North Carolina at Chapel Hill and Raleigh. On a national scale, East Carolina salaries are slightly below those of colleges and emerging universities. However, current salaries are substantially below the established university averages across the nation.

This comparison led the committee to conclude that any improvement in East Carolina University salaries must come from upgrading the programs and the status of the university. It does not appear that salaries will improve substantially until more advanced programs are underway. This will place the university into a category which will require greater financial support including faculty salaries.

- e. The committee feels that there is no evidence to indicate undue variance in salaries within the limitations of this study. Certainly, the committee must emphasize the cooperative efforts on the part of administrators who helped with the study. In every case, salary data was available for analysis as the committee saw fit to use it. In view of the confidential nature of salary information, the committee has made every possible effort to protect this information and to cooperate with the administration in relation to this aspect of the salary data.

In conclusion, the committee feels that it should again point out to tenured faculty members that the right of appeal in regard to promotion and salary increases is outlined in the Faculty Manual. It is desirable that the appeal through the Departmental Chairman be utilized prior to an appeal to the Faculty Affairs Committee. Some adjustments have been made by Chairmen, Deans, and Administrators. No appeals have been received by the committee.

Table 1

Mean and Median Salaries by Rank and Sex
East Carolina University Faculty 1969-70^a

Rank	Male			Female			Total		
	No.	Mean	Median	No.	Mean	Median	No.	Mean	Median
Instructor	47	7,756	8,000	54	8,011	7,900	101	7,892	7,900
Asst. Prof.	158 ^b	10,868	11,000	75 ^b	9,827	9,700	233	10,533	10,500
Assoc. Prof.	101	12,600	12,500	26	12,192	12,400	127	12,517	12,500
Professor	55 ^c	14,285	14,300	22 ^c	13,585	13,500	77	14,139	14,000

^aDoes not include Departmental Chairmen, Deans, Library Staff, Teaching Administrators, etc.

^bDiscrepancy in mean and median for male and female assistant professors is related to doctoral degrees held. Males hold 47.5% doctorates and Females possess 18.7% doctorates.

^cDifferences here relate to numbers, teaching experience, research, etc. since percentage of doctoral degrees for male and female is approximately the same. Table IV which gives information on salary ranges by rank indicates that the twenty-two female professors fall within the central portion of the overall range for professors. Table III indicates seven males out of the total of fifty-five that fall above or below the range for female professors.

Additional Footnotes

^dThe mean and median salaries for male, female, and total faculty are very close together for each category in each rank. This indicates an absence of any extreme salaries that would distort the mean for male, female, or total faculty.

^ePercentage of doctoral degrees for male and female faculty members adds meaning to this table.

	Male		Female	
	No.	% Dr.	No.	% Dr.
Instructor	47	0.0	54	0.0
Asst. Prof.	158	47.5	75	18.7
Assoc. Prof.	101	74.2	26	50.0
Professor	55	80.0	22	81.8

TABLE II
THEORETICAL SALARY SCHEDULE
WITH BASE SALARY \$6000
(1968 Report of Faculty Affairs Committee)

INSTRUCTOR		ASSISTANT PROFESSOR		ASSOCIATE PROFESSOR		PROFESSOR	
18				17,800		20,000	
					1100		1000
17				16,700		19,000	
					1000		1300
16				15,700		17,700	
					900		1200
15		14,700		14,800		16,500	
			900		800		1200
14		13,800		14,000		15,300	
			800		750		1100
13		13,000		13,250		14,200	
			800		750		1000
12	12,000	12,200		12,500		<u>13,200</u>	
			700		450		900
11	11,350	11,500		12,050		12,300	
			700		700		800
10	10,700	10,800		11,350		11,500	
			650		700		
9	10,100	10,150		10,650		Range	
			600		650	6,800	
8	9,500	9,550		<u>10,000</u>			
			500		600		
7	9,000	9,300		9,400			
			500	Range			
6	8,500	8,750		7,800			
			500				
5	8,000	8,200					
			500				
4	7,500	<u>7,700</u>					
			300				
3	7,200	Range					
		7,000					
2	6,750						
			450				
1	6,350						
			400				
			350				
	<u>6,000</u>						
	Range						
	6,000						
	Salary	Increment	Salary	Increment	Salary	Increment	Salary
							Increment

The above schedule is an example of how, using a base salary of \$6000, our present salary ranges as represented in the 1968-69 Faculty Manual could fit into a rank and salary pattern.

It is hoped that as soon as is feasible all associate professors would be above step 7, and all professors above step 11. Lines are drawn in each rank to indicate these proposed minimums. Steps below 8 for the associate professor and below 12 for the professor should be considered temporary and phase out as soon as is appropriate.

TABLE III
 Frequency Distribution of Faculty Salaries
 East Carolina University 1969-70^a

Interval	Rank			
	Instructor	Asst. Professor	Assoc. Professor	Professor
17,000 - 17,999				2
16,000 - 16,999			1	3
15,000 - 15,999			2	18
14,000 - 14,999		1	16	21
13,000 - 13,999		6	21	19
12,000 - 12,999		32	50	12
11,000 - 11,999		57	25	2
10,000 - 10,999	2	69	11	
9,000 - 9,999	9	39	1	
8,000 - 8,999	35	27		
7,000 - 7,999	47	2		
6,000 - 6,999	8			
Total	101	233	127	77

- a. Does not include Departmental Chairmen, Deans, Library Staff, Teaching Administrators, etc.
- b. Reference to Table II shows that the actual salaries here present a very similar step pattern to that suggested by the Faculty Affairs Committee in 1968. The actual salary ranges at each rank are less than those proposed by the committee. Comparison of dollar figures shows that associate professors and professors are suffering more in terms of upper salary levels than instructors and assistant professors. This is probably due to lack of over all funds for salary increases.

TABLE IV
Salary Range By Rank and Sex
East Carolina University 1969-70^a

<u>Rank</u>	<u>Male</u>			<u>Female</u>			<u>Total</u>		
	<u>High</u>	<u>Low</u>	<u>Range</u>	<u>High</u>	<u>Low</u>	<u>Range</u>	<u>High</u>	<u>Low</u>	<u>Range</u>
Instructor	10,500	6,500	4,000	10,800	6,800	4,000	10,800	6,500	4,300
Assistant Professor	13,000 ^b	8,000	5,000	12,000	7,200	4,800	13,000	7,200	5,800
Associate Professor	14,300 ^c	10,000	4,300	13,600	9,700	3,900	14,300	9,700	4,600
Professor	17,000	11,400	5,600	15,500	12,300	3,200	17,000	11,400	5,600

- a. Does not include Departmental Chairmen, Deans, Library Staff, Teaching Administrators, etc.
- b. One salary above this figure increases the range by \$1,000. Removal gives a more realistic picture.
- c. Three salaries above this figure increase the range by \$2,000. Removal gives a more realistic picture.

TABLE V
Faculty Composition By Rank and Sex
East Carolina University 1969-70^a

	Male			Female			Total		
	<u>Dr.</u>	<u>Master's</u>	<u>Total</u>	<u>Dr.</u>	<u>Master's</u>	<u>Total</u>	<u>Dr.</u>	<u>Master's</u>	<u>Total</u>
Instructors	0	47	47	0	54	54	0	101	101
Asst. Prof.	75	83	158	14	61	75	89	144	233
Assoc. Prof.	75	26	101	13	13	26	88	39	127
Professors	45	10	55	18	4	22	63	14	77
Total	195	166	361	45	131	177	240	298	538

- a. Does not include Departmental Chairmen, Deans, Library Staff, Teaching Administrators, etc.
- b. Percentage of doctoral degrees is an important aspect of this table in relation to mean and median salaries for male and female faculty members.

	Male		Female	
	<u>No.</u>	<u>% Dr.</u>	<u>No.</u>	<u>% Dr.</u>
Instructor	47	0.0	54	0.0
Asst. Prof.	158	47.5	75	18.7
Assoc. Prof.	101	74.2	26	50.0
Professor	55	80.0	22	81.8

AAUP RATING 1969-70

NORTH CAROLINA

	Avg. Comp.	<u>Index</u> Avg.	<u>Grade</u> Min.
A & T St U	11,160	C	C
Appalachian St U	11,541	C	+B
Atlantic Christian Coll	10,937	+C	+C
Barber-Scotia Coll	8,241	E	F
Belmont Abbey Coll	10,373	D	+B
Brevard Coll	8,398	E	C
Campbell Coll	9,702	D	D
Catawba Coll	10,756	D	D
Davidson Coll	15,566	B	A
Duke U	17,937	A	A
East Carolina U	11,421	C	C
Elizabeth City St U	10,464	D	C
Greensboro Coll	11,506	D	C
Guilford Coll	11,221	C	B
Johnson C. Smith U	10,018	C	C
Lenoir-Rhyne Coll	10,365	D	D
Mars Hill Coll	9,547	D	C
Meredith Coll	9,787	D	C
NC Central U	10,876	C	C
NC St U	13,499	+B	C
NC Wesleyan Coll	10,880	+C	B
Pembroke St U	10,532	D	C
Pfeiffer Coll	10,670	D	D
Queens Coll	12,187	C	C
St. Andrews Presbyterial Coll	11,768	C	C
Salem Coll	11,181	D	C
Shaw U	11,154	D	D
U Of N Carolina			
Asheville	11,495	C	B
Chapel Hill	15,345	B	B
Charlotte	10,861	C	D
Greensboro	12,424	C	C
Wilmington	10,447	-D	C
Wake Forest U	13,430	C	B
W Carolina U	11,203	+C	C

WEIGHTED AVERAGE SALARIES BY RANK,
TYPE OF INSTITUTION, AND TYPE OF CONTROL, 1969-70^a
(9-Month Basis)

ACADEMIC RANK	SALARY			
	ALL COMBINED	PUBLIC	PRIVATE IND.	CHURCH- RELATED
	UNIVERSITIES			
Professor	\$18,600	\$18,148	\$20,304	\$16,661
Assoc. Prof.	13,628	13,577	14,002	12,908
Asst. Prof.	11,163	11,189	11,174	10,594
Instructor	8,619	8,592	8,828	8,476
	COLLEGES AND EMERGING UNIVERSITIES ^b			
Professor	15,892	16,542	15,956	13,913
Assoc. Prof.	12,556	13,090	12,274	11,225
Asst. Prof.	10,436	10,846	10,124	9,517
Instructor	8,397	8,557	8,447	7,919

a - Includes only institutions with academic ranks.

b - "Colleges and Emerging Universities" encompass Teachers Colleges, Liberal Arts Colleges, and Emerging Universities. The latter include institutions which give advanced graduate work but which do not yet meet "University" survey criteria.

ANNUAL REPORT OF THE CREDITS COMMITTEE

- I. Date: May 19, 1970
- To: Faculty Senate
- From: J. M. Colcord, Chairman
- Subject: Work for the year 1969-1970
- II. The Committee was composed as follows:
- Marshall Colcord - Chairman - Accounting
 - Kenneth J. Davis - Mathematics
 - John P. East - Political Science
 - Patricia Hurley - Home Economics
 - Thomas Sayetta - Physics
 - Marilyn Owens - Student
- III. The Committee met September 18, March 19, April 20 and May 5.
- IV. During the year the committee took the following action:
1. A student took some courses at another institution and presented the transcript for credit here. He had been refused credit by the Registrar and appealed. The committee reviewed the catalogue and found it clearly stated that a student must get permission before the courses are taken and then the grade must be adequate for transfer. The committee did not accept the courses for credit.
 2. A pass-fail proposal was submitted by the Student Government through Dean Holt. The committee met twice with the students, and then once alone to write a proposal for the Faculty Senate. The proposal will need some more time.
 3. A system of unlimited cuts was referred by Dr. John Davis and Dean Mallory for action. The committee could not agree, so a sub-committee headed by Dr. Kenneth Davis was appointed to study it this summer and report in September.
- V. The Committee recommended in 1969 that students be allowed to take by examination 25% of the requirements for a degree. The present limit is 15%.