

FACULTY SENATE MINUTES

February 20, 1973

The Faculty Senate met on Tuesday, February 20, 1973, at 3:00 p.m. in Room 101, Nursing Building. The following persons were absent: Wilder, Berry, Southerland, Lunney, Steer, Pritchard, Lawler, Schmidt, Douglas, Wang, Jones, Hampton, Phelps, Bell.

The minutes of January 23, 1973 were approved as written with Mr. Ferrell requesting that his motion under the Special Order of the Day be changed to "most areas" instead of "all areas".

Mr. Steelman asked about the granting of floor rights to people who are not members of the Senate since his interpretation of the Constitution was that written invitation was required. The Chairman stated that the procedure had been to grant any faculty member floor privileges provided the request for floor rights was made prior to the meeting. Mr. Ferrell stated that requiring written invitation would prove to be a lot of unnecessary paper work as all committee chairmen, who were not senate members, would then have to be issued invitations to present the committee reports. The Chairman stated that if the Senate instructed him to do so he would issue written invitations.

SPECIAL ORDER OF THE DAY

The Chairman announced that the Ad Hoc Committee to review Dr. Kilcoyne's case had been appointed and that Mr. Byron Coulter had been selected chairman and Mrs. Vila Rosenfeld, secretary. He also announced that the letters expressing praise for the cooperation between the Faculty and the administration had been sent to the members of the ECU Board of Trustees. A copy is on file in the Faculty Senate Office if anyone would like to read it. The Chairman announced that the Administrative Council had met and discussed the Departmental Code (ECU Code) and several points had been brought up that would probably have to be clarified by the Faculty Senate.

The minutes of the Faculty Assembly meeting of January 27, 1973, are available in the Faculty Senate Office. The results of the meeting are in the attachment to these minutes. This document is not an official document, but the recommendations of the UNC Faculty Assembly to the Code Committee of the Board of Governors.

The Chairman announced that Linda Sutton, our faithful secretary for the past 3½ years was leaving February 23, 1973, and that her replacement would not be in the Faculty Senate Office until March 5, 1973. He suggested that committee chairmen who need materials typed in that period of time might prevail upon their departmental secretaries to help. We wish to thank Linda for the excellent job she has done.

UNFINISHED BUSINESS

There was no unfinished business.

REPORT OF COMMITTEES

A. Committee on Committees

Mr. James McDaniel presented the recommendations of the Committee on Committees (see attachments to Faculty Senate Agenda for February 20, 1973). Miss Pat

Daugherty moved that the Senate accept the committee's recommendation to establish an Ad Hoc Screening Committee for Codes of Operation. Mr. Bishop seconded. Mr. Robert Williams moved that the Division of Continuing Education be represented on the committee. Mr. Bailey seconded. Mr. Williams' motion passed. The motion to establish the Ad Hoc Screening Committee passed. Mr. Keusch moved that the recommendation concerning Operations of University Academic Committees and Standing Committees of the Faculty Senate be adopted. Miss Kernan seconded. Miss Daugherty suggested that perhaps this should be placed in the Faculty Manual. The motion passed. Mr. McDaniel announced that the forms requesting volunteers to serve on the committees will go out soon.

B. Curriculum Committee

Mr. Grossnickle presented the report of the Curriculum Committee (see attachment to the Faculty Senate Agenda for February 20, 1973). He stated that the course Business Administration 224 under item number 2 should be placed under item number 3 and the quarter hour totals changed accordingly. The proposal as presented to lower the requirements to 180 quarter hours for the Community Arts Management Major was passed.

C. Faculty Affairs Committee

Miss Pat Daugherty presented the recommendation of the Faculty Affairs Committee (see attachment to Faculty Senate Agenda for February 20, 1973). Mr. Ellis moved that the recommendation be accepted. Mr. Robert Williams seconded. Mr. Ferrell made a substitute motion that the following paragraph be inserted at the beginning of Section B, Appendix C, of the Faculty Manual:

"Each faculty member shall be notified of the decision not to grant tenure or to grant tenure at least twelve months before the end of the probationary period appropriate to that faculty member's rank. A promotion during the probationary period will carry with it the grant of tenure. No full time faculty shall be employed by the University beyond the probationary period without the grant of tenure. Interrupted prior service shall be counted as part of the probationary period of that particular faculty member."

Mr. Adler seconded. Miss Daugherty stated that the committee had felt that if the policy was too strict then instead of a faculty member ordinarily being rehired he would not be, thus the distinction between employment and tenure was made. Mr. Williams stated that if a faculty member is notified of tenure at the beginning of his third or fifth probationary year then he is no longer on probation and you have an impossible situation. Mr. Adler asked if there were a quota on tenured faculty. He also stated that if the Faculty Affairs Committee recommendation lengthens the probationary period then it is unfair to the non-tenured faculty already here. Mr. Ellis called for the question. Mr. Yarbrough seconded. Mr. Ferrell's substitute motion failed with 10 voting for and 28 against.

Mr. Yarbrough moved that the date October 1 be changed to September 15. Mr. Martinez seconded. The motion passed with 2 dissenting votes. Mr. Martinez moved that in the last sentence the words "more than six annual contracts" be changed to "a seventh annual contract." Mr. Bishop seconded. The motion passed with one dissenting vote. Mr. Grossnickle asked about how tenure would be handled if a non-tenured person was promoted. Some contracts state that as soon as the faculty member receives his PhD he is automatically promoted from Instructor to Assistant Professor. Miss Richardson moved that the recommendation be tabled until all these

points had been cleared up. Miss Kernen seconded. The motion to table failed. Mr. Ellis moved that the sentence beginning with the word "Notification . . ." be changed to read "Notification of employment or re-employment is not a notice of tenure or non-tenure." Mr. Love seconded. The motion passed.

Mr. Ferrell moved that the sentence "A promotion during the probationary period will carry with it the grant of tenure" Miss Daugherty seconded. Mr. Williams pointed out that under the Departmental Code a system will be set up to decide on promotion and tenure by committees and in many instances these will be separate committees, with this sentence one could overrule the other. He went on to clarify that as it is presently being practiced when a promotion from a rank having a five year probationary period to a rank having a three year probationary period is made, the probationary period is changed accordingly. As practiced a promotion from Instructor to Assistant Professor or a promotion from Associate Professor to Professor does not increase the probationary period of the individual. Mr. Ferrell and Miss Daugherty withdrew the motion on promotion. Mr. Yarbrough moved that the two sentences concerning the granting of tenure be changed to read: "March 1 of the third year of service for Faculty members holding the rank of professor or associate professor on that date. March 1 of the fifth year of service for Faculty members holding the rank of assistant professor or instructor on that date." Mr. Ellis seconded, the motion passed. The main motion as amended passed with one dissenting vote.

D. Student Recruitment Committee

Mr. Paul Waldrop presented the report of the Student Recruitment Committee. Questions were asked concerning the flexibility the committee had in mind and the analysis of admissions standards. Mr. Horne explained several studies conducted by the Admissions Office and suggested that they might be useful to the committee.

E. Credits Committee

Mr. John East presented the recommendation of the Credits Committee concerning Drop procedures. Mrs. Perry moved that the sentence "Before notifying the Department, the student is strongly urged to consult with the instructor of the course" be inserted after the second sentence. Miss Richardson seconded. Considerable discussion followed in which it was felt that the proposal should be carefully stated. Mr. East stated that the Division of Continuing Education should be added following Vice-Chancellor of Health Affairs. Mr. Melvin Williams called for the question. Mrs. Perry's motion passed. The question was called on the main motion. The main motion passed with 3 dissenting votes.

NEW BUSINESS

Mr. Moeller moved that the Senate adopt the following resolution:

"Whereas the Faculty Senate of East Carolina University is committed to full communication and cooperation between the Board of Trustees of East Carolina University, and the General Faculty of East Carolina University; And, Whereas, the Board of Trustees has at present a member elected by the Student Body:

Now, therefore, be it resolved that the Faculty Senate of East Carolina University respectfully recommends to the appropriate committees of the

General Assembly of North Carolina that enabling legislation be formulated that would allow the Board of Trustees of East Carolina University to admit to its membership with full privileges and responsibilities a full time faculty person elected by the General Faculty."

Mr. Ellis seconded, the motion passed unanimously.

The meeting adjourned at 5:07.

Respectfully submitted,

Stella Daugherty, Secretary

SD/lis

A Proposed Draft of Chapter VI

Section 6-1. Preamble

The character and needs of each of the constituent institutions being distinctively its own, the Board of Trustees of each of the several campuses of the University of North Carolina shall enact, subject to the approval of the Board of Governors, local supplements to Section 6-2, Section 6-3, and Section 6-4 of this Code. These supplements, developed with the full participation of the local faculty and administration, must adhere in all respects to the philosophy and intent of the principles set forth in the 1940 Statement on Academic Freedom and Tenure of the American Association of University Professors and to Section 6-2, Section 6-3, and Section 6-4 as stated herein.

Section 6-2. Academic Freedom

(a) Academic freedom is the right of a faculty member to be responsibly engaged in efforts to discover, speak, and teach the truth. It is the policy of the University to maintain and encourage full freedom, within the law, of inquiry, discourse, teaching, research, and publication and to protect any member of the academic staff against influences, from within or without the University, which would restrict him in the exercise of these freedoms in his area of scholarly and/or creative interest.

(b) The University recognizes that in his role as citizen, as to matters outside the area of his scholarly and/or creative interest, the faculty member has the right to enjoy the same freedoms as other citizens, without institutional censorship or discipline, though he should avoid abuse of these freedoms. He should recognize that accuracy, forthrightness, and dignity befit his association with the University and his position as a man of learning. He should not represent himself as a spokesman for the University.

Section 6-3 Academic Tenure

(a) Academic tenure refers to the conditions and guarantees that apply to a faculty member's professional employment. In according tenure the primary purpose is to protect the academic freedom of faculty members, while secondarily providing them with a reasonable degree of economic security. It is recognized that tenure policies are vital aids in attracting and retaining superior instructional personnel of the high quality which this University seeks for its faculties.

(b) The tenure policies of the constituent institutions of the University of North Carolina shall specify the duration of probationary appointments and the condition of tenure at all ranks. They shall further prescribe the processes by which the faculty and administration will evaluate candidates for appointment, renewal, promotion, and permanent tenure, the intervals at which these evaluations will take place, and the conditions under which candidates may seek explanation and reconsideration of the non-renewal of their appointments and conditions of their status. Finally, they shall provide for due process by establishing the procedures and grounds for suspending or dismissing a faculty member who has permanent tenure or appointment for a fixed duration.

(c) To assure the full and open disclosure of the tenure policies of the constituent institutions of the University of North Carolina, each faculty member shall enjoy ready access to complete information regarding these policies, as well as regarding the status under these policies of his own employment. All appointments, promotions, and terminations, shall be based upon a thorough review includ-

ing consideration of a complete and accurate record of a faculty member's professional contributions and years of professional experience. The terms and conditions of every faculty appointment, promotion, and termination, shall be in writing. A copy thereof, signed by the Chancellor or his representative, shall be delivered to the faculty member.

(d) Policies and practices which prohibit in blanket fashion the appointment, retention, or the holding of tenure of more than one member of the same family on the constituent faculties of the University or of a school or department within an institution (so-called "antinepotism regulations") are invalid. It is proper for an institution to set reasonable restrictions on an individual's capacity to function as judge or advocate in specific situations involving members of the immediate family.

Section 6-4 Academic Responsibility

(a) The University faculty member recognizes the special responsibilities placed upon him for the advancement of knowledge and to understand his primary responsibility to his subject is to seek and to state the truth. The faculty member accepts the obligation to exercise critical self-discipline and judgement in using, extending, and transmitting knowledge.

(b) The members of the constituent faculties shall encourage the free pursuit of learning in students in the proper role of intellectual guide and counselor. Every reasonable effort should be made to foster honest academic conduct, assure that evaluation of students reflects their true merit, respect the confidential nature of the relationship with students, avoid exploitation of students for private advantage, and to protect their academic freedom.

(c) The members of the constituent faculties have obligations that derive from common membership in the community of scholars. They should respect and defend free inquiry, be objective in professional judgement, and accept their share of faculty responsibilities for the governance of their institutions.

Section 6-5. Implementation Process

(a) The provisions of this chapter and of the local supplements to Section 6-2, Section 6-3 and Section 6-4 of this Code shall apply to all faculty members who are appointed on or after July 1, 1973 at each of the several campuses of the University of North Carolina. Any faculty member employed under contracts entered into prior to July 1, 1973 shall retain if he chooses all the rights and responsibilities under his employment agreements and policies in force and effect at his institution prior to July 1, 1973.

(b) Recognizing the sensitivity and significance of the contents of Section 6-2, Section 6-3 and Section 6-4 of this Code, including the local supplements enacted on each campus, the Board of Governors shall coordinate throughout the University periodic reviews of these policies and procedures. The initial review shall be completed by July 1, 1976.

Bob Woodside