

M E M O R A N D U M

DATE: October 31, 1973  
TO: All Faculty  
FROM: Bob Woodside, Chairman of the Faculty  
SUBJECT: Nominees for the Committee on the General College

At its meeting of October 23, 1973, the East Carolina University Faculty Senate voted to form a new standing Committee of the Faculty Senate, the Committee on the General College. (See Agenda, October 23, 1973). The Committee on Committees is charged with presenting the Senate with a list of persons to be nominated to serve on this committee. As is always the case, the Committee on Committees desires to nominate only those who are interested and willing to serve.

I am requesting that you read the charge of the Committee on the General College (Agenda, October 23, 1973) and if you feel that you would like to serve, please return this to the Committee on Committees (through the Faculty Senate office)

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I would be interested in serving on the Committee on the General College.

NAME \_\_\_\_\_

SCHOOL OR DEPARTMENT \_\_\_\_\_

RETURN TO: Faculty Senate Office  
Rawl Annex

## FACULTY SENATE MINUTES

October 23, 1973

The Faculty Senate met on Tuesday, October 23, 1973, at 3:00 P.M. in Room 101, Nursing Building. In the absence of the Chairman who was attending the East Carolina University Board of Trustees meeting, the meeting was called to order by the Vice Chairman, Carl Adler. The following members were absent: Gartman, Caspar, Bailey, Peralion, and Kirkland.

The minutes of September 25, 1973, were approved as written.

Mr. Adler stated that a request had been made to take the Admissions Committee report as the first order of business. He ruled that if there were no objections the Admissions Committee report would be taken up next. There were no objections.

Mr. Clemens, Chairman of the Admissions Committee, presented the recommendation that foreign language be dropped as an admission requirement (See Attachment to Faculty Senate Agenda for October 23, 1973). He stated that many schools were no longer requiring foreign language.

The Chair ruled that the people who had been granted floor rights would speak to the report before the Senate started its debate. Mr. T. Williams moved to overrule the Chair and let the Senate debate first. The motion was seconded. The vote on the motion was 17 for and 20 against. The motion to overrule was defeated.

The Assistant Provost, Susan McDaniel, asked the members of the Faculty Senate to ask themselves if they would be eligible to enter ECU. Dr. Horne, Director of Admissions, commented that in recent visits to area high schools when he mentioned that ECU was considering dropping the language requirement he found that students became interested in attending ECU who stated that they met all the requirements except the foreign language and were therefore looking for a school which would accept them without a deficiency. A student, Pauline Tudor, spoke against dropping the foreign language requirement. She stated that the handouts the faculty had received from interested students had been funded by donations and no faculty member had been involved. She stated that dropping the foreign language requirement was a disservice and would lower the standards of the University. She stated that studies had shown students with foreign language had a lower dropout rate.

Mr. James Davis, Secretary of Academic Affairs of the SGA, was also given floor rights. He stated that to his knowledge the group of interested students had not contacted the SGA. Also, the SGA has a student member on the Admissions Committee who had conferred with the SGA and that the SGA at large agrees with the Admissions Committee.

The Chair recognized T. Williams who opened debate for the Senate. Mr. Williams stated he saw considerable rush, there was a technical question of values and he felt the move needed mature evaluation. He stated that 40 foreign industries were now located in North Carolina. He felt that the move to drop foreign language was primarily to increase enrollment and that there is no connection. Mr. Williams moved that the Senate appoint an Ad Hoc Committee, made up of representatives from every concerned discipline and appropriate officers of the Administration, to determine the most appropriate and equitable means of effecting the necessary increase of enrollments at ECU. Mr. Yarbrough seconded.

Mr. Distefano moved that foreign language be regarded as a school or department requirement. The motion was ruled out of order. Mr. Wang stated that a foreign language should be started as early as possible. Mr. Clemens stated that the idea that the change was hasty was in error, the committee had been studying the change for three years and that all admissions requirements were under constant study. Also the average student at ECU places in level 1 and takes it all over again. The question was called. The vote was 18 for and 23 against. Mr. T. Williams motion was defeated.

Miss P. Daugherty asked if the committee had considered accepting a High School diploma as the admission requirement.

Mr. T. Williams moved that the last sentence be changed from "effective beginning Winter Quarter, 1973" to "effective beginning Fall Quarter, 1974". Mr. Reep seconded. Mr. Grossnickle asked if it would be better to make the change effective with the new catalog. The question was called. The vote was 31 for and 8 against. The motion passed.

Mr. Moeller stated that it was important that programs that do not require foreign language not be burdened with it as a High School requirement.

Mr. O'Connor stated that the Geology Department had met and felt that the main reason for the change was to increase enrollment. Also, they would prefer to risk losing positions rather than lower standards. The question of approving the Admissions Committee recommendation as amended was called. The vote was 23 for and 19 against. The recommendation was approved.

#### SPECIAL ORDER OF THE DAY

Mr. Woodside who had just been attending the Board of Trustees meeting announced that the ECU Code had again been referred to a committee of the Board of Trustees. The Board also approved a parking fee for faculty of \$5.00 per year per car. Also, the Board of Trustees approved the Urban Planning Degree.

Miss Anne Briley distributed an information sheet to the Senate on tenure. (See Attachment)

Mr. McDaniel presented the report of the Faculty Assembly meeting. (See Attachment)

#### OLD BUSINESS

Mr. Adler stated that one of the persons elected September 25, 1973 was not eligible to serve on the Due Process Committee, therefore, nominations were in order to elect one alternate for the committee. Prem P. Sehgal, James Houlik, and Richard Mauger were nominated. Mr. Sehgal and Mr. Houlik tied on the first ballot. Mr. Houlik was elected on the second ballot.

#### COMMITTEE REPORTS

Miss P. Daugherty presented the report of the Faculty Affairs Committee. Miss Daugherty moved that the review committee for non-tenured faculty be approved. Mr. Ferrell pointed out that the Parliamentarian was appointed and that consideration be made to replace the Parliamentarian by another elected member. Mr. Ferrell moved that the recommendation be sent to the Committee on Committees.

The motion was seconded and passed with 36 votes for and no dissents.

The recommendation of the committee concerning the termination of appointment because of Financial Exigency or Discontinuation of a Program or Department of Instruction was presented next. Mr. Ross made the substitute motion.

Whereas the Faculty Senate of East Carolina University desires to comply with the request of the Board of Governors for a financial exigency plan by December 3, 1973; and

Whereas the meaning of "financial exigency" is unclear, possibly referring to a shortage of money on the part of East Carolina University, or of the Board of Governors, or of the State of North Carolina; and

Whereas it is unclear what responsibility the Board of Governors has toward affected faculty members in cases of financial exigency; and

Whereas the State of North Carolina is financially sound, and at present has a budget surplus; and

Whereas the State of North Carolina is moving to strengthen elementary and secondary education by lowering class sizes and issuing bonds for improvement of facilities; and

Whereas the end of the teacher shortage makes it possible for the campuses of the university to end the expedient of overcrowded classrooms and impersonal instruction; and

Whereas the admission of students from a broader spectrum of society requires more individualized instruction and student counselling; and

Whereas a faculty-to-student ratio college-wide of 1-to-9 is commonly regarded as standard in recognized institutions which are dedicated to quality undergraduate education primarily; and

Whereas significant differences exist among the campuses of the University of North Carolina in regard to maximum class size, maximum teaching load, and faculty-to-student ratio; and

Whereas the State of North Carolina is now developing constituent institutions of the University which are of marginal academic quality and in possible violation of federal guidelines;

THEREFORE: The Faculty Senate of East Carolina University respectfully requests that the Board of Governors clarify the meaning of the term "financial exigency" as it applies to the required plan.

The motion was seconded.

Mr. Campion was granted floor rights and presented a report on the Faculty Affairs Committee's current position on the UNC General Administration's instruction that procedures be established for terminating the appointments of tenured faculty members for reasons of financial exigency. He said the committee sees a need for more detailed information on exactly what would constitute a financial exigency. Also, does the General Administration actually expect one to arrive at some foreseeable point? There is also a need to know for certain whether the contracts of those individuals with permanent tenure now on the University

faculty can legally be altered unless each involved faculty member agrees individually--that is, can a bilateral contract be unilaterally altered? Mr. Campion reported that the committee also feels that it needs information from the ECU faculty. For example, if a size reduction of the tenured faculty were to become unavoidable, what are the faculty's ideas on how the matter should be handled? Where and by whom should the actual decision be made as to which specific individuals pack their books and depart? In conclusion, Mr. Campion presented a sampling of proposals volunteered to committee members by faculty colleagues so far: whenever reductions occur, the number of administrators should be reduced by the same percentage as faculty members; the part-time secretarial staff and other auxiliary groups should be abolished before tenured faculty members are dismissed; one or the other spouse in husband-and-wife faculty duos should go before the dismissal of any tenured faculty members who are "sole providers."

A discussion ensued as to whether there had been a request from the Board of Governors and if so as to whether a specific date had been mentioned.

Mr. M. Williams moved to amend the motion made by Mr. Ross by deleting the phrase "by December 3, 1973" in the first paragraph. The motion was seconded. Mr. Williams then withdrew the motion and moved that the first paragraph be deleted. Miss Hampton seconded. Mr. Hoots stated that this paragraph implied cooperation and this attitude of cooperation was needed.

Mr. McDaniel asked that if the motion passed would all grammatical changes necessitated be made. He was assured they would. The motion passed with 26 for and 5 against.

The question was called and the substitute motion as amended passed with 22 for and 6 against. The substitute motion as the main motion passed with 22 for and 5 against.

Mr. Yarbrough moved that the original recommendation be referred back to the Faculty Affairs Committee. Mr. Grossnickle seconded. The motion passed with 29 votes for and no dissents.

Mr. Ferrell, Chairman of the Committee on Committees, presented the recommendations of the committee (See Attachment to Faculty Senate Agenda for October 23, 1973). He moved that Item I be approved. The motion was seconded and passed with 30 for and no dissents. Mr. Ferrell moved that Item II which should read "A Committee Chairman may declare an elected member's chair vacant upon the occurrence of three consecutive absences of that member," be approved. The motion was seconded and passed with 29 for and no dissents.

#### NEW BUSINESS

Mr. Woodside moved that the resolution concerning faculty representation on the Board of Trustees be approved (See Attachment to Faculty Senate Agenda for October 23, 1973). Mr. Brown seconded. It was noted that each Board of Trustees has a student member with full vote. Also, it was noted that legislature considers faculty as employees of the state. Mr. Ross suggested that the style be changed in the first sentence of the second paragraph. The motion passed unanimously.

The meeting adjourned at 5:30 P.M.

Respectfully submitted,

Stella Daugherty  
Secretary

SD:em

WHEREAS, Academic Tenure is considered fundamental to personnel policies of most colleges and universities in the United States today; and,

WHEREAS, The Board of Governors has not defined ACADEMIC TENURE for the constituent institutions of the University of North Carolina in terms as traditionally understood by the faculties of most of those constituent institutions and faculties throughout the United States.

THEREFORE, The North Carolina Conference of AAUP recommends that the Board of Governors accept the definition of ACADEMIC TENURE established by the 1940 Statement of Principles of Academic Freedom and Tenure of the American Association of University Professors, a definition endorsed by eighty-four professional associations, including the Association of American Colleges and the Association of American Law Schools and that the Board of Governors eliminate the use of the term tenure when referring to appointments for a fixed period (as 1, 3, or 5 years) which is a TERM APPOINTMENT and not Tenure, whether renewable, non-renewable or probationary.

WHEREAS, The provisions of Session Laws of 1971, Chapter 1244, vest complete authority to govern the University of North Carolina in the Board of Governors; and,

WHEREAS, The Board of Governors has the responsibility to develop a rational allocation of faculty and other resources among institutions and therefore allow specialization, and concentration of programs; and,

WHEREAS, This may result in the termination of programs and the elimination of positions in a constituent institution; and,

WHEREAS, These programs may be assigned to another constituent institution of the University of North Carolina, thereby creating positions at that institution; and,

WHEREAS, The Board of Governors approves promotions and grants of tenure at constituent institutions and in Section 602 (1) of The Code directs Boards of Trustees of the constituent institutions to "enact policies and regulations governing academic tenure."

THEREFORE, The North Carolina Conference of the AAUP recommends that the Board of Governors and the constituent institutions, with the participation of their faculties, develop procedures that will protect both the tenure and academic freedom of faculty members of constituent institutions who might be affected by the specialization and concentration of programs; and,

That these procedures include guarantees that will protect the individual's long professional commitment of time and teaching efforts on the behalf of students in the constituent institutions, the state of North Carolina and the nation, which at a very minimum would include the recognition from the University of North Carolina that the individual faculty member's professional position within the University will not be prejudiced and an affected faculty member shall be allowed to follow his position with no reduction in rank or loss of tenure.

REPORT OF THE EAST CAROLINA UNIVERSITY

DELEGATION TO THE UNIVERSITY OF NORTH CAROLINA

FACULTY ASSEMBLY

The first meeting of the Faculty Assembly for this academic year was held in the General Administration Building in Chapel Hill on October 5, 1973. All ECU delegates were in attendance (Ferrell, Grossnickle, McDaniel, Woodside).

Primarily the agenda was designed for meetings of the Standing Committees. These met during the morning. The Assembly session opened at 1:00 p.m.

The first order of business included remarks of guests. These were President William C. Friday; Vice Presidents Dawson, Delaney, Joyner and Williams; and, Mr. Richard Robinson, Assistant to the President. Items under discussion by the university are tenure, license procedures for institutions offering post-secondary education, the university budget, and affirmative action. Vice President Dawson reported the recently established structure of the Board of Governors. The Board of Governors has established four standing committees: Budget and Finance; Educational Planning, Policies and Programs; Personnel and Tenure; and University Governance. Each member of the Board serves on only one committee and can serve no more than two consecutive two-year terms on the same committee. Educational Planning is expected to have the greatest work load and has been given the largest membership.

President Friday reported that the annual budget is complete and will be acted upon by the Board of Governors at its October 22 meeting. A request for an 8% salary increase was included. No funds for salary

equalization are contemplated. President Friday indicates the work done and the responsibility held determines the salary. The Board has set a schedule showing the salary range for specific positions within the university. Faculty upgrading funds are specifically not to be used for salary equalization.

Mr. Joyner indicated the enrollment in the university is less than had been anticipated. The overall increase was only 1.4% and 2% had been projected. East Carolina University was specifically mentioned as being the only campus on which the enrollment actually dropped. The specter of the loss of faculty positions due to financial exigency was raised.

The reports from committees included several items that were acted upon by the Assembly.

- (1) Resolution: The Governance Committee recommends that the Faculty Assembly authorize the Governance Committee to discuss with President Friday the possibility of opening local boards of trustees to eventual full voting faculty representation and, in interim, to faculty representation with floor rights.

Resolution passed.

- (2) A petition to President Friday was presented

WHEREAS, salary increases for the faculties of the State University System have been at an average rate of only 5 per cent or less for each of the last three years, and further

WHEREAS, it was originally proposed by Governor Holshouser to the Legislature in 1973 that, under a biennial budget, the 1974-75 raise for state employees should be 10 per cent, therefore

IT IS HEREBY RESOLVED, THAT the Faculty Assembly of the State University System requests that President Friday petition the Legislature on behalf of the faculties of The University of North Carolina to strive in its adopted budget, for a faculty salary increment of at least 10 per cent, of which half shall be considered as compensation for the rising cost of living and half distributed according to individual merit.



Petition passed.

Both of the resolutions that passed were placed on the agenda by the ECU delegation.

Another resolution presented by the delegation from Western Carolina University was sent to the Governance Committee for action and is to be reported on the floor of the next meeting of the Faculty Assembly.

- (3) RESOLVED: That the Faculty Assembly of The University of North Carolina request that the Board of Governors study the section of the Code on Chancellors (Section 502) with the aim of providing some legal basis for a faculty role in institutional governance.

BASIS FOR RESOLUTION: The Code of The University of North Carolina makes no mention of faculty participation in institutional governance. In fact, the Code can be interpreted to mean that such participation is discouraged. In the Faculty Assembly meeting of April 27-28, 1973, Dr. King admitted that he knew of no way to deal with a chancellor who refused to allow his faculty to participate in institutional governance. A Board of Governors' special committee has stated clearly that the Board expects faculty to be included in this process.

"The Code necessarily and clearly reposes in the Chancellor final administrative and executive authority at the institutional level. However, such provision was not intended to diminish nor to have the effect of denigrating in any way the necessary and salutary practice of shared faculty participation in faculty governance of the institution."

(page 47, Report to the Board of Governors of The University of North Carolina by the Special Committee of Inquiry: Western Carolina University.)

In view of the problem and the intent of the Board of Governors, it is reasonable to request that some legal basis for faculty participation is included in the UNC Code.

The next meeting of the Faculty Assembly will be on December 7, 1973, in the Administration Building, Chapel Hill.