

LIST OF FACULTY MEMBERS WHO ARE WILLING TO SERVE  
AS CANDIDATES TO THE UNIVERSITY FACULTY SENATE  
FACULTY ASSEMBLY

There will be a meeting of the Faculty Senate on Tuesday,  
March 19, 1974, at 3:00 P.M. in Room 101, Nursing Building.

AGENDA

1. Call to Order
2. Approval of the Minutes
3. Special Order of the Day
  - A. Election of delegates to the Faculty Assembly  
(See Attached List)
  - B. Election of Nominating Committee
  - C. Report of Faculty Assembly
4. Unfinished Business
  - A. Recruitment Committee

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5. Report of Committees
  - A. Committee on Committees
  - B. University Curriculum Committee
    1. Revised BS degree in Library Science
    2. Revised BSBA and BA/BS minors in Business
  - C. Library Committee
  - D. Faculty Welfare Committee (See Attachment)
  - E. Faculty Affairs Committee (See Attachment)
6. New Business
  - A. Proposal to amend Appendix C of East Carolina University  
Faculty Manual, 1973-1975. (See Attachment)
  - B. Discussion of Standardization of Faculty Salaries

LIST OF FACULTY MEMBERS WHO ARE WILLING TO SERVE  
AS CANDIDATES TO THE UNIVERSITY OF NORTH CAROLINA  
FACULTY ASSEMBLY

ADLER, CARL	KENDRICK, LIONEL
ADLER, PHILIP	KEUSCH, R. B.
BENJAMIN, LLOYD	KLEDARAS, CONSTANTINE
BRILEY, ANNE	LAMB, ROBERT
CLEMENS, DONALD F.	LEITH, ROBERT
DAUGHERTY, STELLA	LOWRY, JEAN
DUNN, PATRICIA	MAUGER, RICHARD
ERBER, ELMER E.	MAYBERRY, NANCY
GROSS, D. D.	MCDANIEL, JAMES
HERRIN, VIRGINIA	ROSENFELD, VILA
JOHNSON, THOMAS	STALLINGS, NELL
JONES, HAROLD	WILLIAMS, THOMAS

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FACULTY WELFARE COMMITTEE RECOMMENDATION

The Faculty Welfare Committee recommends to the Faculty Senate the following policy concerning salary administration.

*attached*  
Each department shall elect/ballot a committee to recommend a salary administration policy for that department. The policy shall be approved by a majority of departmental faculty by secret ballot. The plan shall be filed with the Faculty Senate for informational purposes by the last Faculty Senate meeting of the year. Changes may be implemented in the plan following the same procedure.

COMMITTEE ON COMMITTEES RECOMMENDATION

The Committee on Committee recommends that the paragraph from "Operations of University Academic Committees and Standing Committees of the Faculty Senate" (See Faculty Manual, Page 9) which reads,

A committee annual report shall be composed according to the official form and distributed to all general faculty before the last regular meeting of the Senate.

Be amended to read:

"A committee's annual report shall be composed according to the official form and distributed to the Vice-Chancellor and Dean, the Chairman of the Faculty, the Chairman of the Committee on Committees, to one Faculty Senator from each electoral unit, and to all members of the Committee both elected and ex officio. Further, copies shall be made available to the Faculty Senate Office for distribution to interested members of the general faculty. To facilitate such distribution, the Faculty Senate Office before the first meeting of the Faculty Senate in the Fall, shall distribute to the general faculty a list of all annual reports for the previous academic year which are on file in the Senate Office. This memorandum shall notify each member of the general faculty that copies of the annual report of any committee that the individual faculty member may be interested in are available by request from the Senate Office; the Senate Office shall distribute to the individual faculty members any report requested."

The Committee recommends this procedure because it will allow every faculty member access to any committee report in which the individual is interested, while saving large amounts of paper, time and money by not sending out the annual report of seventeen committees to everyone, whether interested or not.

FACULTY AFFAIRS COMMITTEE

Regulations Concerning Termination of Appointments on Grounds  
of Financial Exigency

Faculty Manual, Appendix D, II A (adding (d))

- (d) Financial exigency. Financial exigency will be considered adequate cause for dismissal only for those faculty members who had not yet reached the next to the last year of their probationary periods preceding tenure by the effective date upon which this amendment is approved for inclusion in the Faculty Manual by all appropriate officials and bodies with approval rights. Where termination of appointment is based upon financial exigency, Sections B, C, D, E, F, and G will not apply. See, however, Section H.

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Faculty Manual, Appendix D, II (Adding II H)

H. Every effort will be made by the University administration and faculty, through careful staff planning, to insure that elimination of faculty positions held by faculty members with permanent tenure will be unnecessary. However, unforeseeable occasions of financial exigency may nevertheless occur, and require the elimination of faculty positions, tenured as well as nontenured. All responsible officials of the East Carolina University Administration and faculty will be ever mindful of the fact that such expedients can seriously damage the institution and its ability to function productively unless adequate precautions and safeguards are maintained. Recognized inherent dangers connected with any reduction of positions held by permanently tenured faculty members include, among others, the possibility that programs vital to a balanced university education be eliminated, and the likelihood that faculty morale could be damaged by suspicions that "financial exigency" could be used as a pretext for dismissals for other reasons.

In order to minimize the effects and repercussions of these dangers, the following procedures will be followed in the event of any declaration of financial exigency by the University administration:

1. The Chancellor will immediately make known to the Faculty Senate any possible impending reduction in permanently tenured faculty. To symbolize Administration-faculty solidarity, the Chancellor will simultaneously detail provisions for reducing the size of the Administration proportionate to the envisioned reduction of the faculty.
2. The Chancellor, or his administrative representatives given authority to make permanently tenured faculty reductions, will thereafter have the collaboration of an Ad Hoc Planning Committee elected by the Faculty Senate and consisting of seven permanently tenured faculty members. Administration and Committee will proceed together to review the resources and programs of the University in order to determine whether, after all, there is not some viable alternative to reduction in size of the permanently tenured faculty. Above all, a demonstrably earnest effort will be made to insure that those who are sole providers for themselves or families, and who have for many years committed their professional careers to the development of East Carolina University, will not see those careers destroyed.

3. The reduction will go forward if the Committee and the University administration reach agreement that there is no alternative and the Faculty Senate ratifies the decision after receiving a full written report subscribed to by both the University Administration and the majority of the Committee.

4. Thereupon administrative officers and the Committee will prepare proposals for the reduction, which proposals will include the establishment of priorities (i.e., which particular units of the University are to suffer reduction) and procedures. Careful documentation of the reasons for the selection of some particular units over all others shall be provided in the proposal to be forwarded to the Faculty Senate for approval.

In the deliberations concerning establishment of priorities, the administration officers and the Committee will compare student-faculty ratios among all departments and professional schools of the University, and weigh the possible crucial nature of courses and/or programs endangered, quite apart from student-faculty ratios.

5. The joint recommendations by the University administration and the Committee shall be made available in writing to the faculty 30 days before the Faculty Senate is scheduled to vote on them. Adequate provision must be made for input by the faculty, especially those members slated to be affected directly by the recommendations, before the Senate votes. If passed by the Senate, the recommendations will be implemented by the Chancellor.

6. Once the decision has been made for the reduction in staff of a particular unit, procedures laid down by the Committee must provide for the participation of the permanently tenured faculty of that unit in determining which positions will be eliminated. Said participation shall include approval of the specific proposed actions by a two-thirds majority of the permanently tenured faculty of the unit.

7. The proposed action may be carried out in accordance with any procedures and by any agencies the permanently tenured faculty of the involved unit may choose to create by majority vote. Majority vote is defined as the majority of the total permanently tenured membership of the unit, rather than permanently tenured persons present at any meeting.

8. Before proceeding to designate a person or persons whose contracts will be terminated, the unit agency will publish in writing the criteria upon which the decision or decisions will be based.

The criteria must be so established as to avoid the possibility that the individuals under consideration are being subjected to a popularity contest. Vague allegations such as "incompatibility" will be inadmissible.

9. Out of respect for the principle of the sanctity of extant contracts, faculty members with permanent tenure when these procedures for reducing the tenured faculty for reasons of financial exigency go into effect may be dismissed only for the reasons listed in the 1973-74 edition of the Faculty Manual.

10. In the dismissal of permanently tenured faculty for reasons of financial exigency, seniority will be observed only so long as other considerations are equal. For example, if a dismissal decision had to be made between two Ph.D.s of equal rank and roughly equal professional distinction and service, seniority would be honored. On the other hand, demonstrable national reputation of one and absence of any kind of favorable distinction on the part of the other individual could lead to seniority's not being honored. Likewise, seniority could be outweighed by the fact that the individual with senior tenure lacks the Ph.D. while the junior individual holds that degree.
11. After the decision about an individual has been reached, the decision-making body shall give the individual selected for dismissal a confidential written statement detailing exactly how the pertinent criteria were applied to him.
12. The names of holders of positions thus nominated for elimination will then be screened by the Ad Hoc Faculty Planning Committee and administrative officers of the university, with further steps toward dismissal being contingent upon both Committee and administration (by a 5/7th majority) agreeing that the loss of a particular individual will not be unduly detrimental to the prestige and reputation of the University.
13. In order to assure faculty members that dismissals take place only for reasons of financial exigency, a dismissed permanently tenured faculty member's position will not be filled by a replacement within a period of three years, unless the dismissed faculty member has been offered reappointment and allowed a reasonable time in which to accept or decline it. Thus, if the dismissal of a permanently tenured faculty member reduced a unit to 15 members, it would have to remain at or below that level for three years unless the dismissed faculty member were offered reappointment. As an additional gauge of the necessity of permanently tenured faculty reduction, the number of full-time administrators at the University will always be reduced by the same percentage as permanently tenured faculty.
14. A permanently tenured faculty member whose appointment has been terminated may request review of all the issues relating to the termination by the faculty committee identified in II C, with the ultimate review of all controverted issues by the Board of Trustees. The Board of Trustees will accord the appellant the same type of hearing available to permanently tenured faculty members dismissed for reasons other than those of financial exigency.
15. In every case of dismissal of permanently tenured faculty members because of financial exigency, individuals concerned will be given notice as soon as possible, and will never be given notice of less than 12 calendar months. The letter of notice will state clearly that dismissal was due to financial exigency and not to professional deficiencies of the individual involved.
16. In a manner satisfactory to the Ad Hoc Planning Committee, East Carolina University will make every effort to place permanently tenured faculty members affected by the elimination of their teaching positions in comparable positions elsewhere at East Carolina University or at other units of the University of North Carolina.

RESOLUTION

Be it resolved that the Chancellor, with the President of the University of North Carolina and the Faculty Assembly make a continuing effort toward the adoption of a policy of placing faculty members with permanent tenure, who are losing their positions at one institution in the University system for reasons of financial exigency, in other institutions of the system in positions comparable to the ones lost.

Annually, during the spring quarter, the East Carolina University administrative officers will entertain an official query from the Chairman of the Faculty concerning progress toward this goal. The Chairman of the Faculty will then report to the Faculty Senate.

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PROPOSAL TO AMEND APPENDIX C OF EAST CAROLINA UNIVERSITY FACULTY MANUAL, 1973-1975

To Delete the word tenured in the following statement,

"In matters pertaining to promotion and salary increases the individual tenured faculty member has the right of appeal to the Faculty Affairs Committee."