

FACULTY SENATE MINUTES

MARCH 19, 1974

The Faculty Senate met on Tuesday, March 19, 1974, at 3:00 P.M. in Room 101, Nursing Building. The following members were absent: W. Collins, Hampton, Fabisch, O'Connor. The following alternates were present: Romita, Read.

The minutes of February 19, 1974 were approved as written.

SPECIAL ORDER OF THE DAY

The Chairman announced that the Constitution required the election of a seven member nominating committee at this meeting. The floor was opened for nominations. The following persons were nominated: Yarbrough, M. Williams, P. Daugherty, Martinez, Carolyn Hampton, Distefano, Caspar. Ms. Wilder moved nominations cease. The motion was seconded and passed. Mr. Moeller moved the slate be accepted by acclamation. The motion was seconded and passed unanimously.

The Chairman then called for nominations for the delegate to the Faculty Assembly of the University of North Carolina from the list attached to the Agenda. The following persons were nominated: Anne Briley, Thomas Williams, Constantine Kledaras Harold Jones, R. B. Keusch, Lloyd Benjamin, James McDaniel. Mr. Barnes moved nominations be closed; Ms. Wilder seconded.

The first ballot votes were 8, 14, 4, 2, 2, 2, and 15 respectively. On the second ballot the vote was 1, 23, 1, 0, 0, 0, 20. Mr. Thomas Williams was elected, having received the necessary majority vote of those present and voting.

The Chairman then asked for nominations for the fourth alternate. The following persons were nominated: James McDaniel, Anne Briley, Constantine Kledaras, Jean Lowry. Mr. McDaniel asked that his name be withdrawn. Mr. Gartman moved nominations cease. The motion was seconded. Anne Briley was elected by a majority on the first ballot.

The Chairman announced the appointment of Vila Rosenfeld to the Career Education Committee to replace Cheryl Olmstead who had resigned. Also Mary Fowler was appointed to the Career Education Committee to replace Alice Arledge who had resigned.

The Chairman noted from the minutes of the Academic Council that Dr. David Stevens had been appointed as Equal Employment Opportunity Officer. He also announced that he had received a copy of a letter from Raymond Dawson (Vice President for Academic Affairs of the University of North Carolina) which stated that the Board of Governors had taken no action on the various tenure statements submitted last Fall. Therefore, individual statements of the various institutions as of April, 1973, are still in effect.

The Chairman asked Mr. Ferrell to present the report of the Faculty Assembly. (See attachment)

The Chairman presented the dates for meetings of the Faculty Senate and Faculty Senate Agenda Committee for 1974-75 for approval. He called attention to the fact that the Agenda Committee recommended that these meetings be scheduled for 2:00 PM rather than 3:00 PM. Mr. Adler moved that the dates be accepted. The motion was seconded and passed unanimously. A letter will be sent to the various units from Vice Chancellor and Dean Robert Holt asking that schedules for Senators be arranged to allow them to attend at this hour. (See Attachment)

UNFINISHED BUSINESS

The Chairman stated that since there was no representative from the Recruitment Committee present, this item of business would be postponed.

REPORT OF COMMITTEES

Mr. Grossnickle presented the two degree revisions approved by the Curriculum Committee (See Faculty Senate Agenda for March 19, 1974, and Curriculum Committee Minutes for February 7, 1974 and February 21, 1974). Ms. Wilder moved that the BS degree in Library Science and the BSBA and BA/BS minors in Business be approved. Mr. Moeller seconded and the motion passed. Ms. S. Daugherty moved that the Faculty Senate go on record to commend the Curriculum Committee for doing an excellent job and to recommend that they continue to make every effort to present unnecessary duplication of courses. Ms. Wilder seconded and after some discussion, the motion passed with three dissenting votes.

Mr. Ferrell presented the recommendation of the Committee on Committees (See Faculty Senate Agenda for March 19, 1974). The recommendation was approved.

Mr. Joyce presented the Interim Report of the Library Committee (See Attachment). He stated that they were working on a more equitable departmental allocation plan. Mr. Bailey moved the report be accepted for information. Mr. Adler seconded. Mr. Steelman asked if the report included all meetings. Mr. Joyce stated that the report had been compiled prior to the most recent meeting and had been approved at this meeting. Mr. Heckrotte asked about the use of the Library of Congress cataloging system. No decision has been made as yet. Mr. Joyce explained that the 1-2-7 formula means \$1.00 for each undergraduate enrolled, \$2.00 for each master's student enrolled and \$7.00 for each PhD candidate enrolled. The motion passed.

Mr. Parks presented the Faculty Welfare Committee recommendation (See Faculty Senate Agenda for March 19, 1974). He stated that no single formula for salaries could be equitably applied to all departments. It was noted that this could fit into any departmental code. The intent of the recommendation was that each department which has control of their allocation should have such a committee. Ms. P. Daugherty noted that the Code refers to units, and moved that the word "department" be replaced by "department of the School of Arts and Sciences and other academic units". Mr. Ferrell seconded. The amendment passed. Mr. Brown asked if there were any time table. Mr. Parks stated that the intent of the committee was that it be done this year. Mr. Southerland asked if it would become policy if approved. If approved by the Chancellor it would be. Mr. Willcox stated that it takes away the department chairman's authority. Mr. Grossnickle noted that it would create dissension unless salaries and increases were published. Mr. Bearden noted that the policy or plan adopted could mean the department chairman will do it himself. Mr. Brown noted that these were extraordinary times with respect to the cost of living. The policies recommended might therefore recommend part be across-the-board for cost of living and part merit. Mr. Holt stated that this might be academic since some of the salary increases approved by the legislature have a clear cut directive that all must be merit. Mr. T. Williams moved that the word "recommend" be deleted and "determine" be substituted. Mr. Yarbrough seconded. Mr. Moeller asked if the Faculty Senate has authority to adopt a motion that limits managerial authority. There was discussion but no definite answer was given to Mr. Moeller's question. Mr. Bailey called the question on the amendment. Mr. Williams motion was defeated. Mr. Woodside read a letter from Clarence R. Cannon of the Division of Continuing Education which stated that at the last meeting of the teaching faculty of the division they had unanimously passed the following resolution which they wished read before the Faculty Senate. "Resolved, that the teaching faculty of the Division of

Continuing Education supports the recommendations of the Faculty Welfare Committee to the Faculty Senate on policy concerning salary administration." After considerable more discussion the question was called. The vote was 19 for and 20 against. The recommendation of the Faculty Welfare Committee was defeated.

Ms. P. Daugherty presented the recommendation of the Faculty Affairs Committee (See Faculty Senate Agenda for March 19, 1974) for information at this meeting and for action at the next meeting. Mr. Yarbrough asked for the definition of a full time administrator. The reply was that he would be one which has no teaching responsibility. The Committee did not mean Chairmen. Mr. M. Williams noted that most administrators have faculty status, therefore, would you eliminate them as administrators or faculty. Several more comments were made. Mr. Grossnickle moved to postpone until the second fall meeting to give the Committee time to rewrite. The motion was seconded. Ms. P. Daugherty spoke against the motion and stated that she felt action should be taken this year. Mr. Grossnickle stated that if the Senate were to try to handle it line by line at the next meeting the Senate would need a lawyer. Mr. Howell stated that it was a hopeless chore and since there is no deadline it should be approached very deliberately. Mr. Adler stated that with delay we run the risk that the Board of Governors would react to the first financial exigency plan received and this could set the tone for all campuses.

Mr. Grossnickle's motion passed with one dissent.

NEW BUSINESS

Mr. Hoots moved that the proposal to amend Appendix C of the East Carolina University Faculty Manual 1973-75 be approved. (See Faculty Senate Agenda for March 19, 1974) Mr. Benjamin seconded. The motion passed.

Mr. Yarbrough spoke to the last item on the agenda concerning Standardization of Faculty Salaries. He stated that members of the faculty had requested this be placed on the agenda because they were concerned over the fact that new appointments were receiving higher salaries than were old appointments with the same qualifications and experience. Mr. Yarbrough moved to ask the Faculty Welfare Committee to consider this and report back at some future date. Mr. Southerland seconded and the motion passed.

The meeting adjourned at 5:15 P.M.

Respectfully submitted,

Stella Daugherty, Secretary

SD/em

FACULTY ASSEMBLY MINUTES

The third meeting of the Faculty Assembly for the academic year occurred on February 21 and 22, 1974. All East Carolina University delegates were present. President William C. Friday informed the Assembly that faculty salary increases should average 7 1/2 percent. This will be accomplished through an alliance with public school teachers and state employees directed at the State Legislature. An ethics bill will be considered by the General Assembly that would require all state employees with state salaries above a certain level to file their financial holdings. President Friday also reported that he had requested the various Chancellors to allow elected faculty representatives to attend Board of Trustees meetings and to speak to issues pertinent to the faculty. He has encouraged the development of faculty governance units on the various campuses of the university. Vice President Joyner reported that the operating budget stands at \$192 million which includes a \$4.6 million aid to private schools for North Carolina residents tuition support. Vice President Raymond Dawson reported on Chapter Six of the University's Code of Operations and noted that no tenure statements had been approved by the Board. The individual statements of the various institutions as of April, 1973, are still in effect. Vice President John Sanders reported on the response of the University to HEW desegregation orders. A six hundred page report was placed on exhibit. It described means by which the University would eliminate institutional sexual and racial bias, would obtain a greater ethnic diversity of student enrollments, and would establish a proper number of minority members for its staff. After several questions from the East Carolina University delegation, Sanders admitted that (1) tenure is granted by the Board of Governors, (2) tenure is limited to the campus to which the faculty member is assigned and (3) tenured faculty persons could be moved to other campuses.

Procedural problems that had earlier prevented easy and rapid consideration of business were solved by a series of bylaw adjustments. The Assembly then passed resolutions on faculty salaries that would lead to a rationalization of faculty compensation so that future increases in compensation would divide into cost of living adjustments, competency, and merit awards; that a minimum wage scale be established by the General Administration to assure the application of the compensation scales at a valuation of one suggested for the various institutional categories by the American Association of University Professors; and that action be taken to separate compensation for administrative and auxiliary service personnel from the instructional budget so that a true student-faculty ratio might be determined.

Resolutions were passed to urge the inclusion of a faculty grievance procedure in the Code of Operations to support faculty participation in the preparation of University budgets, to define what the phrase "Commitment to the welfare of the institution" in the Board of Governor's tenure statement means to the Faculty Assembly, to invite the head of the State Retirement System to appear before the Assembly, to create an inter campus publication for information regarding coming events and to establish a program of research leave and instructional improvement grants to individual faculty.

It was noted that the Nominations Committee would report back at the next meeting of the Assembly, with nominations for officers and committee chairmen; James McDaniel is Chairman of this Committee.

After considering the results of this meeting, the East Carolina University delegation agrees that the Faculty Assembly can be a positive faculty voice in establishing a greater faculty influence within the General Administration. It remains an advisory body and only President Friday and his assistants will determine in the long run whether any of the above will become reality.

FACULTY SENATE AND AGENDA COMMITTEE

DATES OF MEETINGS FOR 1974-75

2:00 PM Tuesday, September 10, 1974, Agenda Committee
2:00 PM Tuesday, September 24, 1974, Faculty Senate
2:00 PM Tuesday, October 8, 1974, Agenda Committee
2:00 PM Tuesday, October 22, 1974, Faculty Senate
2:00 PM Tuesday, October 29, 1974, Agenda Committee
2:00 PM Tuesday, November 12, 1974, Faculty Senate
2:00 PM Tuesday, December 3, 1974, Agenda Committee
2:00 PM Tuesday, December 17, 1974, Faculty Senate
2:00 PM Tuesday, January 7, 1975, Agenda Committee
2:00 PM Tuesday, January 21, 1975, Faculty Senate
2:00 PM Tuesday, February 4, 1975, Agenda Committee
2:00 PM Tuesday, February 18, 1975, Faculty Senate
2:00 PM Tuesday, March 11, 1975, Agenda Committee
2:00 PM Tuesday, March 25, 1975, Faculty Senate
2:00 PM Tuesday, April 8, 1975, Agenda Committee
2:00 PM Tuesday, April 22, 1975, Faculty Senate
2:00 PM Tuesday, April 29, 1975, Agenda Committee
2:00 PM Tuesday, May 13, 1975, Faculty Senate
2:00 PM Wednesday, May 14, 1975, Faculty Senate
(Organizational Meeting)

INTERIM REPORT OF THE LIBRARY COMMITTEE

I. Date: 12 March 1974

To: Faculty Senate

From: James M. Joyce, Chairman
Library Committee

II. Membership of the Committee

Lloyd Benjamin	Art
James Joyce, Chairman	Physics
Rosina Lao	Psychology
Jean Lowry	Geology
Nancy Mayberry, Secretary	Foreign Languages
Douglas McReynolds	English
Bodo Nischan	History
Ralph Russell	Librarian
J. Rodney Schmitt	Music
Joe Stines	Student
Melvin Williams	Sociology & Anthropology

III. Meetings of the Committee

13 September 1973, 2 October 1973, 16 October 1973
13 November 1973, 8 January 1974
12 February 1974, 12 March 1974

IV. Major Actions of the Committee

13 September 1973

The Committee welcomed Dr. Ralph E. Russell, new Director of the Library. Officers were elected. Dr. Russell presented a proposal for the Acquisition Approval Plan. The Committee advised Dr. Russell to call a meeting of the departmental library representatives, explain the plan, request the representatives discuss the plan with their departments, and respond by letter to the Chairman of the Library Committee concerning their approval or disapproval.

2 October 1973

Dr. Russell presented the departmental allocations for this academic year. The allocations were approved. The Committee felt that the rationale behind the distribution of funds to the departments was not known and voted to work this year on setting up an objective method of distribution.

16 October 1973

Responses from the library representatives concerning the Acquisition Approval Plan were reported. The Committee approved the plan with the advice that it be reviewed by the library staff in Summer 1974 and by this committee in Fall 1974. The committee felt that Dr. Rodney Schmidt continue his subcommittee work on Library Computer Operations. The committee strongly recommended that Dr. Melvin Williams' Subcommittee on Budgetary Needs continue its work on documenting library needs possibly justifying increased funds for the library.

13 November 1973

The committee expressed strong approval of the new Serials Acquisition Plan instituted by the library. Dr. Melvin Williams presented a report of the subcommittee on Budgetary Needs. The subcommittee had met with Dr. Robert Williams of the UNC administration. In that meeting it was made clear that the present 1-2-7 formula would be the established financing procedure and no additional grants or increased appropriations can be expected regardless of possible documentation of need. The subcommittee voted to disband. After some expressions of surprise and disappointment, the subcommittee report was accepted.

8 January 1974

The committee went on record as opposing a plan which would circulate new issues of certain journals through departmental offices before shelving in the Library's Serials Room. A subcommittee was appointed, chaired by Doug McReynolds to draw up a model formula for departmental library allocations. A report was heard from Dr. Carol Webber concerning the progress of an internal library committee studying the feasibility and desirability of switching to a Library of Congress cataloging system. The committee recommended that all options be kept open at this time.

12 February 1974

The Library Role Statement was approved by the committee. A report from Doug McReynolds on the progress of his subcommittee on Departmental Library Allocations was accepted.