

FACULTY SENATE MINUTES

May 14, 1974

The Faculty Senate met on Tuesday, May 14, 1974, at 3:00 P.M. in Room 101, Nursing Building. The following members were absent: O'Connor, Moeller, Kirkland, Brown, Steelman, Distefano, Knight, Nichols, B. Daugherty. The following alternates were present: Nischan, Lao.

The minutes of April 16, 1974 were approved as written.

SPECIAL ORDER OF THE DAY

Mr. Woodside asked Mr. Grossnickle to present the report of the Faculty Assembly. (See Attachment). Mr. Woodside noted that he had issued a personal invitation to Mr. Hambleton (See attachment, Item 7) to visit the East Carolina University campus and answer some of the many questions that had gone unanswered or to send someone to the East Carolina University campus who would answer the questions. He informed Mr. Hambleton that many faculty members were dissatisfied with the answers available concerning the retirement system and urged him to see that the questions were answered.

The Chairman indicated that an Ad Hoc Committee had been meeting and that there was a strong possibility that the faculty and staff and their dependents would be charged a fee for the use of the Mendenhall Student Center. A \$5.00 fee has been recommended to Vice Chancellor Moore. Professor Woodside and Betty Congleton submitted a minority report opposing the charge.

The Chairman announced that Mr. T. Williams had attended the last Faculty Assembly meeting.

The Chairman announced that Wes Hankins had been appointed to a Traffic Sub-Committee of the Board of Trustees which would commission a detailed study. Mr. Hankins has informed the Chairman that the data is complete and the Ad Hoc Traffic Committee should have its information in the hands of the Faculty by September.

The Chairman announced that the Board of Trustees had adopted the ECU Code on April 23, 1974. A Screening Committee will be appointed shortly to review the department codes.

Mr. T. Williams stated that in regard to the Mendenhall Student Center the faculty needed free access to all facilities on campus. He moved that the Faculty Senate inform Mr. Alexander and the Administration that the faculty is strongly opposed to a fee system. Mr. Adler seconded. Mr. Ross stated that he felt the issue of faculty usage should be separated from the issue of dependent usage. The motion passed with one dissent and one abstention.

UNFINISHED BUSINESS

There was no unfinished business.

REPORT OF COMMITTEES

Mr. Price presented the report of the Course Drop Appeals Committee. He stated that many faculty members are not aware that the committee exists and that they would like for the faculty to remind students of the four week drop period. The function of the committee is to offer the student an appeal from any arbitrary decision of the Administration. The committee has found very little evidence of arbitrary action and has heard 26 cases this year. The committee would like to recommend that the Course Drop Appeals Committee be made a part of the Faculty Senate Committee system with one additional faculty member and one student member

and no ex-officio members. Thus the committee would consist of 6 faculty members and 1 student member with a quorum of 4. Mr. Ferrell stated that the Committee on Committees had studied the recommendations of the Course Drop Appeals Committee and he moved that the additional faculty and student member be approved and that the charge of the committee read "The Course Drop Appeals Committee is charged with the responsibility of reviewing the appeals submitted by students who have been denied permission by the Provost, Vice Chancellor of Health Affairs, or Dean of Continuing Education as appropriate to drop a course following the system in effect," and that committee members are to be elected in staggered 3 year terms in the same manner as other members of the Standing Committees of the Faculty Senate.

Mr. Grossnickle presented the Curriculum Committee recommendations (See Faculty Senate Agenda for May 14, 1974, and Curriculum Committee Minutes of April 18, 1974, and May 2, 1974). He stated that the proposed change in the B.S. in Health and Physical Education was for the major not the minor. The recommendations were approved.

Mr. Ferrell presented the Annual Report of the Committee on Committees. (May be seen in the Faculty Senate Office).

NEW BUSINESS

Mr. Grossnickle moved that the Resolution of Librarians (See Attachment to Faculty Senate Agenda for May 14, 1974) be approved. Ms. P. Daugherty seconded. Ms. Anne Briley was granted floor privileges. She pointed out that in the first paragraph the phrase "the Faculty Assembly of the University of North Carolina" should read "the Faculty Senate of East Carolina University". In discussing the resolution she stated that it has been passed by the Faculty Assembly but they would like Faculty Senate vote and support. The principles have been studied carefully and would make little change in status as most at ECU do have faculty status. The problem of censorship was discussed. It was stated that mutual trust would have to exist. Mr. Adler asked why librarians wanted faculty status. Ms. Briley replied that they are the keeper of the knowledge that faculty use, they are instructors and research persons assisting students in their research, thus, they see themselves as equal partners. Mr. Adler asked if granting librarians faculty status would affect the faculty student ratio. Mr. Howell stated that it would not. Mr. T. Williams asked what a professional librarian was. On this campus a professional librarian has a master's degree with 30 hours of library science. The question was called. The resolution was approved with 3 dissents.

Mr. Richard Lennon, Acting Director of the Computing Center, was asked to present the last item of business on the Academic Sub-Committee of the Computer Users Advisory Committee. He stated that he saw a need for better communications. He pointed out several things that are done. The Center's Seminar Series had acceptable attendance in the Fall, however, in Winter and Spring quarters it dropped off to almost nothing. Unless there is a stronger indication of interest they will be discontinued. The Center would appreciate any suggestions or comments. A newsletter is published monthly throughout the academic year and is available in the Computing Center, Room 106, Austin Building or by mailing list. Bulletin boards in 106 make available all changes immediately. Memos are circulated to Deans and Department Chairmen and the packet page of the printout has information for related last minute changes. Test grading for True-False and Multiple Choice is available. There is a full time academic programmer available to assist faculty members. Also, student and staff programmers are available. He stated that the Academic Sub-Committee had been developed since there seemed to be a need for small groups of users to discuss problems.

Mr. Adler moved that the Committee on Committees inquire into the possibility of setting up such a committee as a committee of the Faculty Senate and consult with the Computer Policy Committee. Mr. Calhoun seconded.

Mr. Howell stated that the Computer Policy Committee was an Administrative Committee. Mr. Ferrell commented that since the computer is a resource and a reference for faculty he sees a need for academic input. Mr. Adler's motion passed.

Mr. Adler asked how the Burroughs is serving our needs. It was stated that there has been an explosion in demand and that they were approaching systems saturation.

Mr. Yarbrough moved adjournment.

The meeting adjourned at 4:25 P.M.

Respectfully submitted,

Stella Daugherty
Secretary

The Faculty Senate Minutes of May 15, 1974, included a list of the NAMES OF

ACADEMIC COMMITTEE MEMBERS ELECTED. Please include on this list:

FACULTY AFFAIRS COMMITTEE

Karl Rodabaugh, Div. of
Continuing Education - Alternate

INSTRUCTIONAL SURVEY COMMITTEE

Robert J. Hursey, Mathematics

REPORT ON THE FACULTY ASSEMBLY MEETING ON 4/26&27/74

Vice-President John Sanders spoke on HEW requirements and long range planning. On the issue of desegregation, over the next four years (1973-1977) the predominately white campuses will have to increase the percentage of blacks from 3.7% to 5.1% and the predominately black campuses will have to increase the percentage of whites from 5.9% to 11.1%. Presently, our rate of progress toward reaching HEW goals does not seem to satisfy HEW, i.e., HEW appears to want an initial rapid increase of minority enrollment, with the latter part of the time period to overcome problems; the UNC alternative proposal is a more linear increase in minority enrollments. HEW gave an oral critique to President Friday along with a 15 page single spaced letter on modifications which might make the UNC plan approvable. The UNC plan must be modified by June, 1974 and suggest specific ways of getting faster results.

Each Chancellor has been requested to complete a five year plan for his institution to be returned to Chapel Hill by October or November, 1974 for review and these then are to be sent to the Board of Governors by early 1975.

A study was done at Chapel Hill on the college age population from 1975-1980. There are presently about 440,000 between 18-21 years, and this is expected to remain relatively constant until the early 1980's. After 1980, the curve declines and by 1988 a 15% decline to 388,000 is forecast. Nationally, the percentage of high school graduates going into higher education has dropped 5%. It was suggested that we think in more constrained terms and consider more alternatives such as attracting "senior citizens" or increasing the percentage of high school students attending college.

Vice-President Felix Joyner presented an overview of the 74-75 budget. General fund appropriations decreased \$17 million as a result of decline in enrollments. Current operating funds increased 14% owing to inflation, but this figure goes beyond inflation and may be of positive significance in the anticipated lean years ahead.

Vice-President Raymond Dawson reported on average salaries at the 16 institutions (Faculty Assembly representatives have copies) and the Administration seemed concerned over the large number of non-terminal degree persons who are tenured. The moratorium on new degrees has been lifted and 28 new B.A.'s have been approved.

Dr. Arnold King spoke on the Wisconsin experience with declining enrollments. The university system is merged in a similar fashion to North Carolina's. Wisconsin experienced a three year enrollment decline and the state made budget cuts. Dr. King felt it was due, in part, to faculty actions of reducing the number of hours required for graduation, reductions in general education requirements, and the increasing use of cafeteria plans for course selection. For example, two required general education courses in History were dropped. Enrollment dropped by two-thirds, and all the staff was tenured. Education, English and some other subjects were also hit hard. The tenure system seemed similar to ECU's in that anyone who returned for four years was tenured. At first the faculty felt the declining enrollment was good as it would lead to smaller classes and so forth but then the truth hit when the central administration said they must retrench. In 1972-73, in institutions where there were enrollment losses, the non-personnel items in budgets were slashed to cover salaries. (The old established institutions did okay but they were showing a declining rate of growth). These non-personnel cost cutting efforts were not enough and five institutions then had to release nontenured personnel with less than two years of service. In spring, 1973, 344 faculty were released. This was not enough. Then nontenured faculty with less than four years service were released - 155 more were released but since the local university had to give one year's notice the faculty are still serving but will be severed this spring. These cuts were still not enough. Next, 86 tenured persons were laid off, although they were told they could come back if their jobs were restored. The legislature relented somewhat and gave a one million dollar special appropriation to carry the institutions over

the 73-74 term. Institutions also arranged for an overall reduction in course load to help those to be severed to prepare for reemployment.

Layoff procedures for tenured personnel were developed. Each school was to carry out its essential mission, and if a professor was considered essential to that mission he was not laid off. The next consideration level was areas where the work load was low. Generally lay-offs were handled by seniority unless the person was indispensable, or if a school chose, by seniority and rank, and if they were otherwise equal, by level of training. Institutions, however, had to be uniform in the application of the policy. Faculty appeal committees were established; some responded to the problem, others did not. The central administration tried to help those laid off by providing training and relocation within the university system. However, those persons who were laid off were usually those for whom the institutions had least need. At last count only 16 had been taken care of. This year there is to be another 2 1/2% dollar cut and more layoffs will be necessary. The university system established an internal fund of 4 million dollars to carry those to be laid off through the notification year. The money was taken from the solvent institutions. The institutions are also urging faculty to retire early. President Friday commented that three institutions in our area may be in a somewhat similar situation. Enrollment declines at two or three institutions this fall are projected.

Elections were held for the new Faculty Assembly commencing 7/1/74. Professor Henry Ferrell was elected Chairman. Professor Gerald E. Gray of North Carolina A&T was elected Vice-Chairman. Professor William Grossnickle was elected Secretary. Professor Robert Woodside was elected as Chairman of the Committee on Committees and to the Executive Council. The ECU delegation would like to express a special note of appreciation to Professor James McDaniel for the very effective way in which he helped represent East Carolina during these past two years of the formation of the Assembly.

Other Assembly business conducted was as follows:

(1) The Assembly passed an amendment to the bylaws formally recognizing the standing committees of the Faculty Assembly and the charges of each committee.

(2) President Friday and the Board of Governors should investigate the best and most expeditious way of providing for the selection of an American Indian to the Board of Governors, and that they should recommend that method to the State Legislature.

(3) The Assembly requested the general administration to provide secretarial assistance and storage space for the records of the Faculty Assembly.

(4) Next year's meetings will be held at the general administration building at Chapel Hill on October 11 and 12, December 6 and 7, February 21 and 22, and April 25 and 26.

(5) The Faculty Welfare Committee presented a model of a minimum base salary schedule for each rank which was passed by the Assembly to be forwarded to President Friday for his consideration. This included the provision that no person could remain at one step in the salary schedule for a given rank for longer than two years without being given specific reasons in writing, and it also provided that a person could skip steps in the schedule on the basis of merit. A cost of living adjustment is included. Of interest, the Assembly recommended that no instructor on a nine month salary be paid less than \$10,000, an assistant less than \$11,000, an associate less than \$14,000 and a professor less than \$16,000.

(6) The Assembly passed a resolution on librarians that is virtually identical to the one to be acted upon by the ECU Senate on May 14, 1974.

(7) Mr. W. H. Hambleton, Director of Employees Retirement and Health Benefits Division, Department of the Treasurer, State of North Carolina, addressed the Assembly on the retirement system. After a brief presentation, including the handout on blue paper which ECU faculty members received this past week, he was asked numerous questions by members of the Assembly. He was unable to answer the majority of these.

(8) The Assembly gave professor Henry C. Cooke, the outgoing Chairman of the Assembly, a unanimous vote of appreciation for the very fine and capable way in which he directed the Assembly in its first full year of operations.

RESOLUTION ON MINIMUM BASE SALARY SCHEDULE

A salary scale for the various faculties of the University of North Carolina should be based upon the following series of variables, priorities among the variables to be determined by each institution in consideration of its institutional goals: Highest degree of each faculty member, quality of teaching, professional experience, contributions to the University in the form of offices held and committee work, research, publication and factors of the market place (supply and demand), category of the institution's service to the state. Such a scale must fulfill the requirements placed upon it by the Faculty Assembly. (See "Resolution on Faculty Salaries," Feb. 22, 1973) It must allow a minimum salary at each rank and step level. No person, assuming continued professional competency, should be left in any one step for a period longer than two years. Merit (outstanding achievement) and promotion raises would be reflected by a raise of two or more steps, as appropriate. The cost of living adjustment is obtained by raising the base salary at each step by the percentage of the increase in cost of living. The following 9 months minimum salary schedule is an example of how, using a base salary of \$10,000, a series of salary levels would fit into a rank and salary pattern.

PROPOSED MINIMUM SALARY SCHEDULE
WITH BASE SALARY \$10,000 ASSUMING AN
ANNUAL COST OF LIVING ADJUSTMENT

INSTRUCTOR	ASSISTANT PROFESSOR	ASSOCIATE PROFESSOR	PROFESSOR
25			40,550
			2300
24			38,250
			2150
23			36,100
			2050
22			34,050
			1900
21			32,150
			1800
20		26,450	30,350
		1250	1700
19		25,200	28,650
		1200	1600
18		24,000	27,000
		1150	1550
17		22,850	25,450
		1100	1450
16	20,900	21,750	24,000
	950	1050	1350
15	19,950	20,700	22,650
	950	1000	1300
14	19,000	19,700	21,350
	900	950	1200
13	17,300	18,750	20,150
	750	900	1150
12	16,550	17,850	19,000
	750	850	1050
11	15,800	17,000	17,950
	700	800	1000
10	15,150	16,200	16,950
	700	800	950
9	14,400	15,400	<u>16,000</u>
	650	700	
8	13,750	14,700	
	650	700	
7	13,100	<u>14,000</u>	
	600		
6	12,500		
	600		
5	11,900		
	550		
4	11,350	<u>11,700</u>	
	550		
3	10,800		
	400		
2	10,400		
	400		
1	<u>10,000</u>		