

FACULTY SENATE MINUTES

February 13, 1975

The Faculty Senate met on Tuesday, February 13, 1975, at 2:00 p.m. in Room 101, Nursing Building. The following members were absent: Hampton, Bond, Nichols, Eagan, Moeller, Malby, Rees, W. Collins, Knight, Castellow, and Hoots. The following alternates were present: Ruth Broadhurst, Floyd Read, and Charles Garrison.

The minutes of January 21, 1975 were approved as written.

SPECIAL ORDER OF THE DAY

The Chairman announced the appointment of Gary Lewis to the Student Scholarship, Fellowship, and Financial Aid Committee since it was found that this committee lacked a member. Nell Everett was appointed to replace Bart Reilly on the Credits Committee.

The Chairman noted that President Friday is still talking of 12% and 3% raises and also that they might be across the board with no merit raises. He also noted that Appalachian State University had asked to trade minutes with the Faculty Senate of ECU; and that if there were no objections, he would see that they got copies of our minutes. He commented that according to their minutes they were interested in collective bargaining.

The possibility that Pitt Technical Institute might become a community college with the possibility of hurting the first two years' enrollment since community colleges charge practically no tuition was brought to the attention of the Senate. It was stated that the Senators could write letters to the legislators expressing their sentiments.

The Chairman has received an answer from Chancellor Jenkins concerning the constituency of the Search Committee for the Dean of the School of Medicine. He read the letter to the senators. (See attachment). Enclosed was a copy of a rule from the Board of Governors regarding the termination of Deans and other senior administrators. The Chairman stated that he would see that the appropriate committees received copies of the rule.

The Chairman read a letter from Dean Tucker regarding the Committee on Solicitation and the Senate resolution concerning the examination of display materials prior to granting the permit to solicit and restructuring the committee to include a faculty member and a representative of the SGA. The letter stated that on November 14, 1974, Dr. Holt appointed the committee that is now functioning and that Dr. Tinsley Yarbrough and six students are members. He stated that examining display materials before "permits to solicit" are granted is not done.

The Chairman announced that Chancellor Jenkins has reviewed the Geography Code and sent a letter to Dr. Cramer including changes in the Code. Mr. C. Adler asked if the Geography Code with the new changes would come back to the Senate to be acted on. The answer was no. Ms. P. Daugherty moved that the Geography Code as changed be resubmitted to the Senate. Mr. P. Adler seconded. Ms. Wilder suggested that in the meantime the Geography Department should also consider the changes and let the Senate know their assessment of the changes. Mr. P. Shea stated that he did not know there was any other option other than to accept the changes. Ms. Koldjeski asked the Chairman to read the changes to the Senate. The Chairman read one of the changes. Mr. C. Adler commented that the faculty is not writing their own code if the Chancellor revises it and that a compromise procedure was needed. Mr. Ross asked if it would be better for the Chancellor not to approve the Code and send it back with his recommendations. Mr. Ferrell mentioned that the Faculty Senate has

been told what to do, and there is a need for shared governance and not advised governance. He felt that it was a miscarriage of the intent of the Board of Trustees. Mr. Yarbrough stated that the ECU Code used the word recommendation which is an advisory statement. Mr. C. Adler asked if it was advisory to the unit head or to the next highest official. The question was called and Ms. P. Daugherty's motion passed. In answer to a question, it was stated that the committee which Jenkins had appointed to assist him in the evaluation of the codes was composed of Deans Thiele, Bearden, and Capwell. Mr. Caspar asked that Jenkins' letter regarding the Geography Code be included in the minutes. (See attachment). Mr. Martinez asked if the terms dismissal and termination as found in the codes are the same. Dismissal is the end of tenure of a permanently tenured person and termination is when a person not having permanent tenure is not reappointed. Mr. Martinez stressed a need for consistency in the language of the codes. Mr. Bearden stated that the Chancellor's Code Committee tried to determine what must be covered and read a resolution approved by the Board of Trustees. It was requested that the resolution be attached to the minutes. (See attachment). Mr. Ferrell stated that the ECU Code was passed after the resolution and therefore supercedes the resolution. Mr. C. Adler commented that the code is not democratic if it can be rewritten after it is written by the department. It was mentioned in general discussion that the ECU Code was rewritten by the Board of Trustees even though the Faculty Senate originally wrote it. Mr. Howell stated that the Senate established a precedent for the action Jenkins took on the Geography Code since the Senate changed it first.

UNFINISHED BUSINESS

Mr. Jack Thornton represented the Instructional Survey Committee proposal as presented at the January meeting by the Committee on Committees. (See attachment to Faculty Senate Agenda for January 21, 1975). He commented that only bad information on faculty members is passed on to the administration now. Good information could reach the administration if the survey is made public. He stated that a survey of 135 universities in California showed that 65% have evaluation programs of which 52% are published for student use and 75% are used as one criteria in granting tenure and promotion. According to the survey, adverse situations have not been seen. He said that if the proposal is not passed the Instructional Survey Committee will have to be disbanded as there are no funds to run a survey. Mr. T. Williams expressed the need for particular evaluations and the particular ways in which they will be used as some areas do not fit the questionnaire. Mr. Woodside said there is a need for an evaluation more than just one quarter. Mr. Campion of the Faculty Affairs Committee presented a resolution for information. (See attachment). Mr. C. Adler moved that the question be called. The motion to call the question was seconded and passed. The vote on the proposal to change the charge of the Instructional Survey Committee was 9 for and 28 opposed. Therefore, the charge remains the same.

REPORT OF COMMITTEES

A. Curriculum Committee. Mr. Grossnickle presented the proposal for the B.A. major in International Studies (see University Curriculum Committee Minutes of January 16, 1975). He noted that a correction should be made in 3.a. to change "50 q.h." to "53 q.h." Mr. Ross passed out an information sheet (see attachment) and moved to include Philosophy 306 and Philosophy 313G as courses from which the student can choose. Mr. C. Adler seconded. Mr. Grossnickle moved that the proposal be referred to the coordinating committee for International Studies which will consider them for inclusion. Mr. Ross and Mr. C. Adler accepted. Mr. Grossnickle's motion passed.

Mr. Ferrell asked if the Curriculum Committee had any guidelines on how many hours an ECU student could take on campus and also take hours off campus at Pitt Tech for

example. Mr. Ferrell moved that the Credits Committee investigate the problem of other courses taken off campus by full-time students. Mr. Keusch seconded. The motion passed.

B. Committee on Committees. Mr. P. Adler presented the Committee on Committees proposal for a Computer Committee. (See attachment to Faculty Senate Agenda for February 18, 1975). He commented on the need for such a committee. Ms. Bell questioned the expertise of the committee to supervise the writing of specifications for the bidding and purchase of computing resources. Ms. Lao replied that there was enough expertise on campus. The proposal to form a computer committee passed with one dissent. The second item proposed by the Committee on Committees was with respect to the University Employee Benefits Committee and the Faculty Welfare Committee which are both concerned with fringe benefits of faculty and staff. Mr. Brown stated that the two committees have been holding joint meetings and that Mr. Buck is interested in both committees. The recommendation as stated in the Faculty Senate Agenda for February 18, 1975 was approved.

Mr. Ferrell announced the AAUP second annual legislative committee banquet which was to be held in Raleigh on Thursday night, February 20, 1975 and invited anyone interested to attend.

C. Continuing Education Committee. Mr. Ralph Scott presented the Continuing Education Committee report. He stated that the Committee had been requested to review Continuing Education budget allotments. He wished to thank Dr. Middleton for the information and help he had provided. Mr. Scott stated that the review showed that part-time faculty were paid on a par with summer school pay plus a stipend for travel. The pay of full-time faculty is equivalent to the pay of full-time regular faculty. The salary of full-time administrators is determined in conference with the administration and is equal to that of deans in other areas. The salaries of the teaching faculty are determined by the Dean of Continuing Education and the Chairman of the Continuing Education faculty. Mr. Scott read the following resolution that the Continuing Education Committee had passed:

"Consequently, the Continuing Education Committee agreed unanimously that salary levels of full-time teaching faculty in Continuing Education compare favorably with those of on-campus faculty of similar rank and seniority, and that salary determination seems to have been accomplished in an equitable manner."

Mr. Robbins read a letter in regard to the salaries in Continuing Education. One of the points of the letter was, that of faculty with comparable degrees, the ones who had been at ECU the longest tended to be paid lower salaries. Also, one member of the faculty had been receiving food stamps. Mr. Robbins moved that the Faculty Senate direct the Faculty Affairs Committee to investigate salary administration in the Division of Continuing Education and report its conclusions to the Faculty Senate no later than November 1, 1975. Mr. P. Adler seconded with the comment that the economic position and professional position of Continuing Education is very poor. The motion passed; therefore, the Senate did not accept the Continuing Education Committee report.

D. General College Committee. Mr. Rothfeder presented the proposal to change the catalog (see attachment to the Faculty Senate Agenda for February 18, 1975). He read what the catalog currently says. Mr. Woodside asked why it was easier to get into General College than it was to get out since a student in General College must stay there three quarters before transferring to a major. Mr. Howell stated that the initial purpose of General College was to prevent a rash of changes. Mr. Ferrell moved that the General College Committee look into the procedures of transferring out to a major. The motion was seconded and passed. The proposal to change the catalog statement was approved.

F. Faculty Affairs Committee. Mr. Campion gave a report of the Chapel Hill trip with regards to Chapter 6 of the UNC Code and background information. The committee augmented its ranks by inviting additional faculty members to accompany them. Emphasized at this meeting was the human angle of ending employment of permanently tenured faculty for financial exigency. Such a position is a compact entered into between the institution and the individual as long as the faculty member is living up to the performance prescribed. The possibility of severance pay was asked about. It appears that there is to be no faculty participation in deciding when financial exigency requires action, yet the faculty is given the dirty job of deciding who must be released. Mr. Campion stated that it appears that there is little hope of changing this. There may be a change to soften the language and get a better appeals process. Mr. Phay of UNC had no objection to the faculty establishing a voluntary legal aid service as it is a matter of principle and there is no animosity between individuals. A resolution concerning an ECU Faculty Legal Aid Fund, which was offered as a motion, was passed out. It was brought out in general discussion that this would be a fund for permanently tenured faculty but non-tenured faculty would be expected to chip in. Mr. Ferrell moved that the words "permanently tenured" in the whereas statement be removed. Mr. Campion agreed. The motion was seconded and passed. The question was called. The resolution as amended was approved. (See attachment).

E. Ad Hoc Screening Committee. Mr. Campion presented the Codes for the departments of Aerospace and Physics. Mr. C. Adler moved that no further consideration be given in the Senate to unit codes until after the Faculty Senate Ad Hoc Screening Committee for Unit Codes meets with the Chancellor's Ad Hoc Screening Committee for Unit Codes and develop procedures acceptable to both the Senate and the Chancellor for coordinating the ratifying procedures of the Senate and the Chancellor. Mr. Martinez seconded. The motion passed. Mr. P. Adler asked about the deadline on the codes; do they have to all be ratified before that deadline. It was stated that the deadline was that the codes must be developed by the departments before April 23, 1975. Special Senate meetings may be called in order to ratify codes after the due date.

The meeting adjourned at 4:25 p.m.

Respectfully submitted,

Stella Daugherty
Secretary

CHANCELLOR JENKINS' LETTER

"Your inquiry of January 24, on behalf of the Faculty Senate, concerning the constituency of the Search Committee for the Dean of the School of Medicine has been received. Please advise the Faculty Senate that I too believe the Code contains a section outlining the proper proceeding to be followed in appointing deans of professional schools. However this section must apply only to established and operating schools which have the proper balance of faculty to permit the specified proceeding to be effective.

In the case of the School of Medicine I remind the Senate that only one full-time clinical faculty member held an appointment; the few other faculty members were basic scientists. Therefore, I felt obliged to appoint part-time clinical faculty and members of our Board of Trustees to the Search Committee in order to achieve balance and to insure a more effective committee."

CHANCELLOR JENKINS' LETTER REGARDING GEOGRAPHY CODE

"I approve of the Code of the Department of Geography with the following changes and additions:

- 1) Page 2, section C, paragraph 1, lines 1 and 4:

Change "professional advancement" to "promotions."

Reason for change: To clarify meaning.

- 2) Page 3, section I, subsection 2, paragraph 1:

Delete the second sentence, viz., "In this capacity he is ultimately accountable for all departmental actions as outlined in the Department Code except as indicated in paragraph 3 of this section."

Reason for change: This exception violates the stipulation of the Board of Trustees that each unit code adhere to advisory procedures.

- 3) Page 3, section I, subsection 2, paragraph 2:

Change the second sentence to read as follows: "Other than decisions on rank, salary, tenure, and dismissal, which are delegated to the Chairman's Advisory Committee, items finalized in committees are brought before the faculty for approval."

Reason for change: To clarify meaning. Also, the statement in the original that "the faculty is the final decision-making body for the Department" violates the stipulation of the Board of Trustees that each unit code adhere to advisory procedures.

- 4) Page 3, section I, subsection 2, paragraph 3:

Delete paragraph 3.

Reason for deletion: In giving the staff "ultimate responsibility," this paragraph violates the stipulation of the Board of Trustees that each unit code adhere to advisory procedures.

- 5) Page 3, section I, subsection 2, paragraph 4, lines 1-2 and 5:

Change "up the administrative chain" to "to the next higher administrative official."

Reason for change: The original directive exceeds the authority invested in the faculty by the ECU Code.

- 6) Finally, the following is to be inserted as a preamble:

This code establishes procedures which allow the faculty of the unit to participate by making recommendations to the unit head. All recommendations to the unit head resulting from these procedures are advisory in nature.

The changes and additions indicated above will appear in all future printings of your code, and any version of the code without these changes will not be official.

I appreciate the time and effort that the members of the Department of Geography spent in drawing up this code, and I trust that we will find its implementation of mutual benefit."

RESOLUTION OF THE EAST CAROLINA BOARD OF TRUSTEES JUNE 28, 1973
IN RESPONSE TO THE NOVEMBER 14, 1972 PROPOSED CODE

RESOLUTION

WHEREAS, the East Carolina University Board of Trustees believe that the policy-making decisions should reflect the best thinking of faculty and Administrative Officials at the University; and

WHEREAS, the Faculty Senate of East Carolina University has presented a proposed "East Carolina Code" to the Trustees, requesting that the said Code be adopted; and

WHEREAS, the proposed Code as presented by the Faculty Senate, establishes a procedure whereby the faculty members are allowed to govern themselves, generally, with some exceptions, binding on the Administrative Officials of the University; and

WHEREAS, the East Carolina Board of Trustees believe that the present policy-making procedure involves a high degree of collaboration between faculty and Administrative Officials and further believes that a procedure allowing the faculty to establish mandatory supervision, as proposed in the Code, would not be to the best interest of the University; and

WHEREAS, the East Carolina Board of Trustees do believe that the East Carolina Faculty should establish an advisory procedure whereby the faculty can communicate directly with the appropriate Administrative Officials, concerning appointments, decisions not to reappoint, promotions, granting of tenure, dismissals, appointment of Administrative Officials, evaluations of department or school activities and evaluation of Administrative Officers.

THEREFORE, BE IT RESOLVED by the East Carolina University Board of Trustees that the East Carolina faculty democratically develop a Code of Operations acceptable to the majority of the faculty members or the majority of the Faculty Senate, said Code establishing procedure that: (a) Allows the faculty to advise the appropriate Administrative Officials on matters affecting faculty appointments, decisions not to reappoint faculty, promotions of faculty, the granting of tenure to faculty and

dismissals of faculty members; (b) Allows for the evaluation of the activities of the different departments and schools of the University, and further allows for the evaluation of the Administrative Officers at the departmental or professional school level; and (c) Allows for faculty participation and advisement in the appointment of each Administrative Official (exclusive of all offices from Provost to Chancellor) whose direct concern is with academic matters. The results of the evaluation of the Faculty Senate shall be advisory in nature and shall be in no way binding or determinative upon the administration and Board of Trustees.

This the 28 day of June, 1973.

A RESOLUTION ON STUDENT AND FACULTY
EVALUATIONS OF FACULTY MEMBERS

WHEREAS: Proposed student and faculty evaluations of E.C.U. faculty members seem to present special problems;

THEREFORE, BE IT RESOLVED BY THE FACULTY AFFAIRS COMMITTEE: That it urges the E.C.U. Faculty Senate in its wisdom to refrain from charging the Instructional Survey Committee, or any other agency, to sponsor any student evaluation of faculty members or any faculty evaluation of fellow faculty members at least until a later date, at present undetermined.

The Faculty Senate is urged to consider that the following would be the earliest possible time for such evaluations:

- (1) When psychologists and statisticians specializing in such evaluations certify that the ones intended for the E.C.U. Faculty will be 99% objective, with no perceptible margins of error;
- (2) When the ramifications of the U.N.C. Board of Governors' revision of Chapter VI of the U.N.C. Code are completely understood as regards possible terminations of "superfluous" permanently tenured faculty members' employment at E.C.U.

B.A. MAJOR IN INTERNATIONAL STUDIES

The Philosophy Department wishes to amend 3.a. in the specification of courses from which majors in International Studies must choose to include:

Philosophy 306: Analytic Philosophy (5) Logical atomism, logical positivism, and ordinary language philosophy.

Philosophy 313G: Semantics (5) Some problem or problems taken from some influential work or works.

We believe Philosophy 306, Analytic Philosophy, belongs on this list since Analytic Philosophy is the dominant philosophical orientation of much of the world, particularly England, Canada, Australia and other English speaking countries; the Scandinavian countries; and, increasingly, Poland, Germany, and African nations. Moreover, many world leaders are trained in institutions where this orientation is predominant. Further, in many of these countries, Analytic Philosophy has had, and

continues to have, an impact on political, legal, educational, and cultural affairs.

We believe Philosophy 313G should be included, since Semantics, or Philosophy of Language, supplements studies in languages, and also because the course deals with problems crucial to one who seeks to understand other cultures: the nature of language, speech as a form of life, the universality of grammatical categories, the role of speaker intentions, meaning, and meaningfulness of utterances, among others.

A RESOLUTION CONCERNING AN E.C.U. FACULTY
LEGAL AID FUND

WHEREAS: The possibility seems to be developing that a considerable number of E.C.U. faculty members may in the foreseeable future feel compelled to challenge in the courts certain attempts to terminate their employment at E.C.U.;

THEREFORE, BE IT RESOLVED: That the Faculty Affairs Committee urge the E.C.U. Faculty Senate in its wisdom to charge it, the Faculty Affairs Committee, and the Faculty Welfare Committee jointly to commence planning the creation of a Faculty Legal Aid Fund at E.C.U. The object would be to have plans ready for implementation if and when needed.

The Faculty Senate is also urged to instruct the E.C.U. delegates to the U.N.C. Faculty Assembly to initiate action in that body toward the same end, that is, establishment of a system-wide faculty legal aid fund which, if created, might obviate the need for implementation of a local fund-raising action.