

## FACULTY SENATE MINUTES

September 23, 1975

The Faculty Senate met on Tuesday, September 23, 1975, at 2:00 p.m. in Room 101, Nursing Building. The following members were absent: Henderson, Romita, Ray, Martinez, Shank. The following alternate was present: Garlan Bailey for Robbins.

The minutes of May 13, 1975 and May 14, 1975 were approved as written.

### SPECIAL ORDER OF THE DAY

\* The Chairman stated that the Constitutional change approved by the Senate at the April 22 meeting was amended and passed by the General Faculty on September 3, 1975. The amended change reads: "The immediate past chairman of the faculty shall serve as an ex-officio non-voting member of the Faculty Senate, unless already serving as an elected member." This should be added on page 111 of the 1973-75 Faculty Manual after the paragraph concerning the ex-officio membership of the elected representatives of East Carolina University to the Faculty Assembly of the University of North Carolina.

Mr. Woodside then commented that this was being referred to as the "Woodside Amendment" and he wanted it to be clear that he was already on the Senate as an ex-officio member before the amendment was passed since he is a Faculty Assembly representative. Therefore, the amendment did not directly affect him this year; and it was for that reason that it had been offered at this time.

The Chairman announced the following appointments to vacancies which have occurred on the various committees: University Curriculum Committee--Robert Bunker to replace Ralph Russell, a one-year term; Faculty Affairs Committee--Roger Creech to replace Karl Rodabaugh as alternate, a one-year term; Betty Petteway to replace B. A. Bishop, a one-year term; and Career Education Committee--Nancy Stephenson to replace Jeannie Yount, a two-year term.

The Chairman then welcomed new members to the Senate and encouraged them to ask for clarification of issues unclear to them. He commented that the senators have an obligation to represent their departmental colleagues and the agenda provides an easy means to be heard.

Mr. Benjamin reminded the senators of the resolution on alternates passed at the May 13, 1975 meeting of the Senate which reads, "Only elected and ex-officio members (including alternates, if representing their Units) may answer the roll call, vote, or occupy seats assigned to Senators." He read a bylaw passed at the November 13, 1973 meeting of the Senate which states, "...The Alternate will represent that Unit at the discretion of any Senator within the Unit, and in such a situation shall notify the Secretary of the Senate in writing that he or she is representing that Unit and shall do so at least prior to the convening of the Senate session in question." He also mentioned that according to the Faculty Manual incorporation of verbatim remarks in the minutes are at the discretion of the Chairman and should be presented in writing to the Secretary.

In order that everyone may know exactly who is speaking, the Chairman asked persons on the floor to please identify themselves. The Chairman said that according to Robert's Rules of Order a person must limit his discussion on an issue to two times in one day and asked that senators please observe this rule.

Mr. Benjamin asked the Senate to consider and recommend programs of benefit to the faculty because the faculty has seen its salaries depreciate in relation to the steady increase in the cost of living. He also said that the Senate has the continuing responsibility of faculty welfare and needs this year to resume its role of leadership. He asked committee chairmen to follow procedures carefully and to notify those of the administration and faculty who should have a share in their deliberations. Finally, he noted that there was considerable negativism regarding the Senate both from the

administration and the faculty. The Senate, he said, considers its primary responsibilities to provide for the welfare of the faculty and to manage academic affairs with which it is entrusted by ensuring a proper environment, both materially and intellectually, in order to strive for excellence in higher education and thereby fulfill its obligations to society and the taxpayers of North Carolina.

Mr. Benjamin then commented about the correspondence to the Senate during the summer. He received a letter from Chancellor Jenkins about the Computer Committee. The Chancellor commented in his letter that the wrong procedures were used in implementing this committee and that he wants the charge of the Computer Committee to be reconsidered. Mr. P. Adler, a member of the Committee on Committees, said that since the Senate has already approved the charge it must suspend the implementation of the committee's existence until the Committee on Committees can speak with Dr. Holt and others to see if a resolution of differences between the Senate and the Administration can be resolved. Mr. P. Adler moved that the Senate suspend the implementation of creation of the Computer Committee and empower the Committee on Committees to negotiate a settlement with the Administration on the charge of the Computer Committee and bring back a report to the Senate. The motion was seconded by Mr. Keusch. Mr. Reep called the question. The motion passed.

The Chairman commented that President Friday has acknowledged receiving the two resolutions on tuition and freedom of faculty representatives passed by the Senate on May 13, 1975 which were sent via Chancellor Jenkins.

Appalachian State University has sent some information regarding their transition to the semester system from the quarter system. This information will be available in the Faculty Senate Office for persons desiring to read it. From the ASU minutes of August 4, the Chairman noted that ASU is arranging a faculty symposium on collective bargaining and they publish Faculty Voice. He commented that this is something the ECU Senate might think of doing. Mr. Benjamin announced appointments to an Ad Hoc Quarter-Semester Committee as follows: Chairman of the University Curriculum Committee, Chairman of the Calendar Committee, Chairman of the General College Committee, Chairman of the Credits Committee, Chairman of the Faculty, Dr. Holt, Dr. Howell, Dr. Monroe, and Cliff Moore. The first meeting will be held soon. Mr. Benjamin read the charge of the committee as follows: "The purpose of this committee is to establish preliminary ground rules to enable the schools and departments of the University to arrange their affairs in order to progress in an orderly way through this transitional period. This committee shall prepare recommendations concerning courses, credits, and formulate a procedural calendar. It shall also serve in an advisory capacity to disseminate pertinent information and observe the progress of the transition and make recommendations when necessary. This committee shall function until the transition is accomplished." Mr. Bailey suggested that the Dean of Continuing Education be included on the committee. There were no objections from the floor.

The next order of business was the election of three members and three alternates for the Due Process Committee. Nominated as members were: Fred Hamblen, Myron Caspar, James Rees, Robert Leith, Ray Martinez, Pat Daugherty, and Lona Ratcliffe. Ms. Wilder moved nominations be closed. The motion was seconded. The vote by secret ballot was for three members. Mr. Keusch and Mrs. S. Daugherty acted as tellers. Pat Daugherty and Ray Martinez were elected on the first vote. A second secret ballot took place. There was not a majority so a third secret vote took place. Mrs. S. Daugherty and Mr. Woodside acted as tellers for the second and third votes. Mr. Rees was elected. Mr. Williams moved that Caspar, Ratcliffe, and Hamblen be accepted as alternates. Mr. Keusch seconded the motion. The motion passed.

Mr. Woodside presented the Annual Report of the Faculty Assembly of the University of North Carolina. (See Attachment). Mr. Ferrell commented that the Faculty Assembly may become increasingly outspoken in the next few years. He also remarked that former Chairman Roddy Jones was not returned to the ECU Board of Trustees. A letter of appreciation for his services would be worthwhile to send. The delegates of the Faculty Assembly from ECU are Henry Ferrell, Thomas Williams, Pat Daugherty, and

Robert Woodside. The first alternate is Carl Adler; the second, Anne Briley; the third, Jim McDaniel; and the fourth, Fred Ragan. The next meeting will be October 12 and 13, and the deadline for anything to go on the agenda is September 25. Fred Ragan, an alternate to the Faculty Assembly, will attend this next meeting for the experience. It was expected that salary equalization would be an agenda topic. Mr. Benjamin asked if the salary steps proposed by the Assembly are like the ones in public schools. Mr. Ferrell responded that this is not official and will come up in October. Mr. C. Adler commented that this is increasingly difficult since President Friday has not addressed himself to this issue yet but that there appears to be a change of wind compared to previous years. Mr. Ferrell remarked that President Friday has become more faculty conscious in the past few months. The HEW guidelines, the Medical School, the Veterinary School, and Chapter Six have taken a lot of time but this year the Faculty Assembly will be considering issues more related to faculty welfare. President Friday has shown an interest in faculty persons on the Board of Trustees and the defense of Faculty Senates.

Mr. Ferrell presented a report on Chapter Six of the University of North Carolina Code. (See Attachment). Mr. Ferrell commented that either a change of program or local financial exigency will be determined by the Board of Governors. They sometimes utilize computers that use FTE's. Mr. Howell commented that the change of program may not be local; they may do it higher up by computers, too. Mr. Yarbrough asked if there had been enough court decisions defining financial exigency to indicate a trend for states to define it anyway they wanted. Mr. Ferrell said he did not know but that due process is very necessary. He remarked that copies of the Code are being printed and will soon be available. Ms. Kares asked if the figure 25 was correct in being the number of faculty signed up to participate in a faculty exchange. Mr. Howell responded that half of this number was from ECU, and there were no matches so they will try again winter.

The Chairman presented a report of the Faculty Senate budget. This year there is \$500 available for paper and supplies. Since this is not enough to cover all the paper normally used by the Senate, Annual Reports cannot be sent to all faculty. Mr. Williams moved that one copy of each Annual Report be sent to the senators collectively in each department or school, to members of that committee, and that copies will be kept in the Faculty Senate Office and Joyner Library. Ms. Koldjeski felt that this would limit communication. Mr. Yarbrough asked how many actually read all the reports last year. The motion, seconded by Mr. Yarbrough, passed.

#### UNFINISHED BUSINESS

There was no unfinished business.

#### REPORT OF COMMITTEES

A. Ad Hoc Screening Committee. Mr. Champion presented a report of the status of the codes. The codes are classified in one of seven categories: 1) approved or promulgated; 2) codes that have been to the Senate, the Chancellor, and back to the unit for changes and approved a second time by the Senate (Library Science); 3) codes that have been to the Senate, the Chancellor, and back to the unit (15); 4) codes that have been to the Senate and sent back to the unit for revision (10); 5) codes revised and ready for processing by the Ad Hoc Screening Committee (2); 6) original codes for processing (2); 7) codes not yet seen (Medicine). Mr. Champion noted that there is a problem here. There are no guidelines concerning the codes returning to the units from the Chancellor. The units are not communicating with the Screening Committee after they get back their codes. Mr. Champion asked who the units should report to after they get their codes back from the Chancellor and who should keep up with the codes. He commented that the Senate should make a decision on these matters. Mr. Ferrell responded that in Chapter Six each unit has its own personnel procedures approved rather than following a broad definition. He also said that the codes are extensions of Chapter Six according to the ECU interpretation. Mr. Adler suggested that since the Ad Hoc Screening Committee is not a standing committee that the Faculty

Governance Committee should be the repository for codes of various units and should pass to the Administration changes in unit codes. Mr. Woodside commented that the life of the Ad Hoc Screening Committee was extended last spring and the Senate should keep it running and not give its work to the Faculty Governance Committee. Mr. Campion asked the Senate if it wants to keep up with the codes. Mr. Woodside moved that the Senate will consider all codes as returned from units as they go back to the Chancellor. The motion was seconded by Mrs. S. Daugherty. Mr. Reep amended the motion to add that the unit would add an addenda sheet or underline changes so the senators would notice them easily as the code was returned to the Senate. The amendment was accepted by Mr. Woodside. Ms. Wilder asked for clarification about the possibility of the unit sitting on the code. She said that some units think they have a working code but it is not really. It was clarified that the motion meant that the code will come from the unit to the Ad Hoc Screening Committee, to the Senate, and back to the Chancellor a second time. Ms. Penry asked why the Chancellor sends the codes to the unit and not to the Screening Committee. Mr. Hoots asked whether the Chancellor advises the Screening Committee what he does with the codes. Mr. Howell responded that the Chancellor sends a copy of the letter to the department and to the Chairman of the Faculty. Mr. P. Adler said he was against sending the code back to the Screening Committee since it has done its job. He stated that in the interest of saving time, revision done by the unit should be sent directly to the Senate for approval of the changes. Mr. Reep called the question. The motion passed. Mr. Read asked if Science Education had to go through the whole procedure inasmuch as he believes the code to be operative. Mr. Bearden remarked that the Chancellor had not asked that this code be returned to him. Mr. Castellow asked how does the Chancellor know if the changes suggested have been carried out. Mr. Ferrell said somebody must check on this, and since the preceding resolution has been passed, this resolves the problem. All codes will follow this pattern. Mrs. S. Daugherty moved to approve the Library Science Code. The seconded motion passed.

B. University Curriculum Committee. Mr. Benjamin stated that if there were no objections the University Curriculum Committee wished to be on the agenda. Mr. Ed Ryan, Chairman of the University Curriculum Committee, was granted floor privileges to present the courses passed by the Committee on September 18 in order for them to go before the Cost Committee so that they can be taught Winter Quarter. Mr. Coulter objected to the Chemistry courses because his department had not been represented at the Curriculum Committee meeting. According to Robert's Rules of Order, this could not be acted on due to the objection.

#### NEW BUSINESS

Ms. Bell handed out a revision of the Resolution on Tuition Charge (see attachment). The Faculty Welfare Committee recommends the amended resolution. Mr. Adler moved to adopt the resolution. The motion, seconded by Ms. J. Shea, passed.

The Chairman announced that an omission has been found in the 1973-75 Faculty Manual on page 70 in the first paragraph. The following should appear as the second sentence: "Requests for maternity leave for one or more quarters shall be routinely approved but faculty members are requested to allow their department chairmen as much notice as possible to make substitute arrangements." This was approved by the Faculty Senate on September 26, 1972 and was inadvertently left out of the manual. The Chairman then presented the change in the Faculty Manual (see Faculty Senate Agenda for September 23, 1975). Mr. Sparrow commented that this change clarifies the meaning. He suggested the "permanently tenured or untenured" should be changed to "with or without permanent tenure." Mr. Howell asked if this change was the result of committee action. The answer was no. He noted that things are left out of the old statement such as other reasons for leave and moved to send it to the Faculty Welfare Committee for further study and additions. The motion, seconded by Mr. Eugene Ryan, passed.

Mr. C. Adler was granted floor privileges to present the reconsideration of the Resolution to Chancellor Jenkins on Salary Increments (see Faculty Senate Agenda and Minutes for April 22, 1975) which he had requested to be placed on the May Agenda.

The Agenda Committee had voted to put it off until this meeting. Mr. Woodside commented that there was a two-vote margin. Mr. Williams moved that the Chairman of the Faculty appoint an ad hoc committee to coordinate with other universities in the system and organize a symposium on collective bargaining on our campus. The motion, seconded by Mr. Woodside, passed. The Chairman said that he will appoint members in a few days and will give a report at the next Senate meeting. Mr. Coulter moved to repeal the action on salary increments. The motion was seconded by Ms. Lao. Mr. Adler asked the Chairman to read the resolution, and Mr. Benjamin read it. Mr. Hoots moved to adjourn. The motion was seconded. By a show of hands, it was 20 for adjournment and 18 against. There was no vote on Mr. Coulter's motion. The meeting adjourned at 4:30 p.m.

Respectfully submitted,

Conner Atkeson  
Secretary

ANNUAL REPORT TO THE SENATE BY THE ECU DELEGATION  
TO THE FACULTY ASSEMBLY FOR THE YEAR 1974-1975

The minutes of the Faculty Assembly have been placed in the reserve room at the library so that any interested persons may find additional information on the topics mentioned below. The Assembly met four times: October 11, 12; December 6, 7; February 21, 22; and April 25, 26.

I. Major issues discussed by the Faculty Assembly

- A. The General Administration requested a 12% salary increase. The Faculty Assembly recommended 15% for the fiscal year beginning July 1, 1975, of which 12% was to be across-the-board and 3% merit; and 11% for the following year, of which 8% was to be across-the-board and 3% merit.
- B. The Assembly reaffirmed its stand on standardization of salaries across and within the sixteen constituent institutions, but the General Administration has not yet responded.
- C. The Assembly opposed the increase in state funding to the private institutions because of lessening tax revenues and lack of accountability on the use of these funds. The legislature has also removed the administration of these additional funds from the General Administration and gave this activity to a special body outside the control of the General Administration.
- D. The Assembly is concerned with the increasing duplication and competition between the community colleges and technical institutes and the University.
- E. Both items C. and D. are indications of a growing division between faculties in public and private institutions of higher education owing to increasingly limited financial resources.
- F. Chapter 6, on academic freedom and tenure, occupied a considerable part of the Assembly's time and effort. More than one meeting, in addition to ad hoc committee meetings with the Board of Governors, occurred in the effort to remove some of the many negative aspects contained in drafts of the Chapter. Many ill-defined points remain in the adopted Chapter 6. The Assembly is also considering the establishing of a legal aid fund for faculty within the University.
- G. The Assembly delegates were gratified that the amended Chapter 5 included a requirement that all constituent institutions have a Faculty Senate or Council and that this local body cannot be abolished by local boards of trustees. The Faculty Assembly initiated this request.
- H. The Assembly passed a resolution that at least two members of search committees for new chancellors be elected by the general faculty of the institution concerned.
- I. The Assembly is attempting to provide better mechanisms for computer based information retrieval systems which would be available to all faculty of all institutions.

- J. President Friday stated that if any instance occurred in which the local administration took any type of repressive action against a delegate to the Faculty Assembly, he wished to be informed of it so that he could take action.
  - K. President Friday noted that the probability of collective bargaining in higher education was greater than at any time in the past, and he obtained concurrence from the Assembly delegates.
  - L. Assembly delegates were concerned and asked why a new medical and a new veterinary school were being established when present programs were in danger of curtailment.
- II. Recommendations and conclusions at the end of the third year of Assembly functioning:
- A. The ECU delegates will continue their active endeavors for additional faculty pay increases, salary equalization, and the extension of privileges granted to some institutions to all of the constituent institutions.
  - B. The Faculty Assembly continues to grow in confidence and in willingness to address controversial subjects both between the delegates and with officials of the General Administration.
  - C. By the end of the 1974-75 academic year, the institutional identity of delegates had become increasingly blurred so that, with a few notable exceptions, delegates tended to speak in less parochial fashion.
  - D. The ECU delegation held key leadership roles: Henry Ferrell, chairman of the Assembly; Bill Grossnickle, secretary and member of the Executive Council; and Bob Woodside, chairman of the Committee on Committees and member of the Executive Council.
  - E. The future of the Faculty Assembly continues to depend upon President Friday's willingness to support and act upon the Assembly's recommendations.
  - F. At present powerful political and social factors in the Board of Governors and the General Administration make the role of the Faculty Assembly increasingly difficult. There is the chance that the Assembly may become increasingly controversial and, hence, less constructive.
  - G. Nevertheless, the ECU delegation recommends that ECU continue its association with the Faculty Assembly.

Henry Ferrell  
 William Grossnickle  
 Thomas Williams  
 Robert Woodside

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#### REPORT ON CHAPTER SIX

The University of North Carolina operates under a Code established by the Board of Governors under a grant of authority by the legislature. Chapter Five, Governance, and Chapter Six, Academic Freedom and Tenure, have direct relation to faculty persons. Chapter Six has been revised to include answers to several problems: The political issue of "saving" money by reducing duplication of programs; the growing number of academic litigants concerning property rights of the individual professor in the granting or withholding of tenure; the presence of great divergence within the sixteen Universities regarding the nature of tenure; the need to make the University secure from "tenuring-in;" the possibility of reduced enrollment, and legislative funding. Two years ago the drafting procedure began with eventual involvement by faculty committees and the Faculty Assembly. The revised Chapter contains three parts: 1) Academic freedom and responsibility, 2) Academic tenure, its award and removal; and 3) Grievance procedure.

Vice Chancellor Holt and Provost Howell with Chairman of the Faculty Benjamin, Faculty Affairs Committee persons Professor Schmidt and Professor Ferrell attended an August meeting in Chapel Hill to review specifically the applications of Chapter Six to ECU tenure statements and personnel policies. The recommendations from the General Administration will be placed before the Faculty Affairs Committee and the redrafting procedure will begin. In general, Chapter Six protects the General Administration

and Board of Governors from tenure, placing greater responsibility on local administrators.

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RESOLUTION ON TUITION CHARGE

WHEREAS, only a small amount of funds has been appropriated for faculty and staff salary increases for 1975-76; and

WHEREAS, there appears to be little hope for a substantial salary increase for 1976-77; and

WHEREAS, the Faculty Senate believes that the deletion of a fringe benefit at the very time faculty and staff are being asked to cope with inflation with no salary increases is an affront to the faculty and staff and that such action will have a negative influence on morale which will far outweigh the monetary gain to the University;

THEREFORE, LET IT BE RESOLVED that the Faculty Senate requests the Board of Trustees to reconsider its ruling that free tuition privileges for faculty and staff be allowed on one course only per quarter or summer term.