

FACULTY SENATE MINUTES

November 16, 1976

The Faculty Senate met on Tuesday, November 16, 1976 at 2:00 p.m. in Room 244, Mendenhall Student Center. The following members were absent: Tadlock, Hoots, Garrison, Keusch, Yarbrough, Everett, Brown, Gantt, Banks. The following alternates were present: Bernard Kane for Smith, Joseph Hill for Potter, Belinda Lee for Haigwood, and G. Lynis Dohm for J. G. Jones. The following ex-officio members were absent: Jenkins, Holt, Monroe, Williams.

The minutes of October 19, 1976 were approved.

SPECIAL ORDER OF THE DAY

Philip Adler reported that Peggy Mills has been appointed to fill the unexpired term until 1978 of Mabel Laughter on the Career Education Committee.

The chair pointed out the omission in the October minutes of President Friday's speech and said this information will be forthcoming.

Adler commented on the composition of the Campus Employee Benefits Committee. This committee deals with fringe benefits, insurance and annuity plans which concern all faculty. It presently consists of 5 appointed faculty representatives and 5 appointed staff representatives. Neither their meetings nor their agenda are made known to the faculty in advance, and the results of their work are distributed via administrative memos from the Director of Personnel. Adler believes that in order to function adequately the committee should have elected faculty representatives who would be in a position to report their actions and the reasons therefore to the Faculty Senate, and who could take note of the wishes of the Senate concerning various topics treated by the committee. The matter will be pursued with Chancellor Jenkins and Vice Chancellor Holt.

Robert Hursey asked what impact this change would have on the Faculty Welfare Committee. Adler replied that there is no necessary connection between the two committees. Currently, the Employee Benefits Committee is an administrative committee.

Henry Ferrell reported on the Faculty Assembly. The last set of Assembly minutes are on reserve in the Library for people interested in reading them. The Board of Governors has recommended that private schools be funded an additional \$100 per state student. This would be a total of \$500 per student from North Carolina. The additional funds needed may be sought via a reduction in faculty raises during the next biennium. He suggested that faculty contact their legislative representatives to express their views.

UNFINISHED BUSINESS

There was no unfinished business.

REPORT OF COMMITTEES

A. Instructional Survey Committee. Chairperson Farr presented the resolution. (See Faculty Senate Agenda for November 16, 1976.) She gave the background of the committee's task in creating a fair and comprehensive survey in accord with the committee charge. Major problems were a) defining and then measuring teaching excellence, b) the contrivance of a balanced statistical evaluation of all teachers.

The student evaluation was carried out at the spring 1976 preregistration via printed

cards with which students might vote for outstanding teachers they had had during the 1975/76 academic year. From a total of 6980 undergrad students, 2402 or 34% responded. In addition, the committee asked each faculty member to list up to 15% of his unit colleagues he believed to be the best. Six administrative officials (Jenkins, Holt, Bailey, Capwell, Howell, and Monroe) were requested likewise. Some of them did not respond.

Neither the collegial nor the administrative responses were correlated with the student response in determining the eventual list of 49 names in the committee's list of outstanding teachers. Chairperson Farr commented that the committee felt that it had discharged its tasks as equably as possible, and she moved approval of the resolution. Hursey seconded and the question was opened to debate.

Castellow asked how the number 49 was arrived at. Hursey replied that this was the number of faculty within the first standard deviation in the statistical model produced by the computer from the committee's data. Farr added that this was 7.4% of the faculty involved. E. Ryan asked for a simple explanation of the methods and procedures used. Farr replied that the results were based on the students' intensity of preference as modified by the application of four variables such as class size and number of students over a year's time. E. Ryan moved that the resolution be postponed until the next Senate meeting and that the committee be instructed to supply more information. He added that he had nothing against the resolution per se, but that he was instructed by his department to move postponement because survey data might be used for faculty personnel actions. T. Johnson seconded. Farr replied that the four basic criteria for determining comparability were: class size, number of classes taught, number of students taught, and average grade given. On these bases a standard deviation was determined, and if a faculty member was beyond the deviation on at least two of the variables he was excluded from eligibility. Ryan asked what happened to him, and Farr replied that he was no longer eligible for commendation by the committee. P. Daugherty asked the total number of faculty involved in the survey. Farr replied 660, explaining that the crude total of 890 names included many grad assistants and other parttime faculty who were struck from further consideration. Ferrell asked if there was a high degree of correlation between the student response and the administrators' and faculty responses as to outstanding persons. Farr replied that in the faculty evaluation 33% of the 49 names appeared in the top 10% of the faculty preferences, and in the administrators' case 23% of the 49 names appeared. Further questions were asked in connection with the grounds for striking names from eligibility, and how many.

Johnson asked if the 49 names would be released in order of rank, and Farr replied that this was the committee's intent. Ferrell commented that this bothered him, and that it was not in the nature of the committee's charge to do so. He further noted that the charge does not allow the publication of the list, but that the committee might notify the 49 by individual letter. Farr said the committee intends to ask each of the affected persons for permission to publish their name, but that if we expect the faculty and students to participate in such surveys we must be prepared to let them know the results.

Kane called the question on the Ryan motion to postpone action. The vote was 13 for and 22 against, the motion failing. Discussion followed on the original motion. Ferrell moved to amend the first paragraph by adding the following: "BE IT HEREBY RESOLVED that the Instructional Survey Committee shall arrange for notification by mail of the names by rank of the forty-nine fulltime faculty". . . etc. Ray seconded. Hursey remarked that if this is adopted the students will learn nothing of the survey results. Ferrell commented that the principal problem is the institutionalization of the survey by inclusion of administrative and faculty evaluation, thru which the results tend to become immutable truth. If desired, the Senate could empower the committee to transmit the list of outstanding teachers to the students by a future resolution. The question was called and the Ferrell amendment passed.

Provost Howell then noted that the Chancellor would not have the list of forty-nine teachers, and thus the second paragraph of the resolution is inoperable. Ferrell stated that this was not his intention: the committee could give the Chancellor the information in order that he send commendatory letters. In regard to the Alumni Office awards, he noted that the committee charge provided for conveyance of the necessary information to the Alumni Office. Adler ruled that it be left to the discretion of the Instructional Survey Committee as to whether the Chancellor or the committee send the letters of commendation. The question on the main motion was called, as amended, and the motion passed. Johnson expressed the Senate's appreciation for the committee's difficult work.

B. Campus Facilities Planning and Development Committee. Vernie Saieed, chairperson, presented a verbal annual report of the committee. The committee met twice with Mr. Cliff Moore to discuss the proposed parking lot in front of McGinnis Auditorium and the Drama Building. Because of safety traffic it would be necessary to eliminate parking on the circle. Input from the faculty is requested by the committee.

C. Committee on Committees. Ferrell, chairperson, presented the proposed new charge of the Faculty Welfare Committee. (See attachment.) Since this is a by-law change, it is being presented now for information only and will be voted on in December by the Senate.

D. Ad Hoc Screening Committee. The chair presented the report for Loren Campion who was unable to attend. The Departments of Philosophy and Biology have amended their code drafts approved by the Faculty Senate in order to meet stipulations made by the Chancellor. The Screening Committee recommends Senate adoption of these two codes. A similar amended code from the Division of Continuing Education is on its way to the senators and should be up for approval next month. E. Ryan moved adoption of the Philosophy Code. The motion was seconded and passed. Sehgal moved adoption of the Biology Code and Hursey seconded. The Biology Code passed.

E. University Curriculum Committee. Ed Ryan, chairperson, presented the B. S. Degree in Community Health (change in cognate requirements); B. S. Degree in Housing and Management Major (change in required cognates); Additional Requirements for the B. S. Degree for Students Preparing to Teach in Secondary Schools (p. 80 in Undergraduate Catalogue); B. A. Degree in Computer Science; changes in the Information Sciences Minor (B.A./B.S.) (see University Curriculum Committee Minutes for October 21, 1976); and the change in degree requirements in the B. S. Degree in Social Welfare (see University Curriculum Committee minutes for November 4, 1976). He noted that CSCI 4627 should be added to the Information Science Minor (B.A./B.S.) under required courses. T. Davis moved that the B. S. Degree in Community Health be considered separately. The motion was seconded by Garton and passed. Davis moved that COHE 4000 be sent back to the University Curriculum Committee for further consideration. Johnson seconded. Johnson noted that the degree should be B. S. in School and Community Health. The question was called and the motion to send COHE 4000 back to the University Curriculum Committee passed. Ferrell noted that the maker of the motion was not questioning the action of the University Curriculum Committee. Ryan moved to adopt the other degree changes. The motion was seconded and passed.

F. Faculty Affairs Committee. Rodney Schmidt, chairperson, presented a resolution from the committee. (See attachment.) Dismissal is now discharge and is now handled in Section 603. This resolution is to clarify the situation. The ECU Code has been superceded by Appendix D. Schmidt moved adoption of the resolution. The motion was seconded by Woodside. E. Ryan asked if this is an amendment to the ECU Code. Schmidt replied that the ECU Code has been amended by Appendix D. The unit codes already passed include dismissal. This is an attempt to clarify the code language. The change has already occurred when Appendix D was accepted by the Faculty Senate and the Board of Trustees. The question was called and the resolution passed.

NEW BUSINESS

A. The chair gave background information on this subject. According to President Friday, there is the possibility of the legislature giving funds for equalization of salaries on this campus specifically. Everett brought up the question of what would actually happen towards equalization and on what basis. He has proposed a study be made prior to the day if it comes. The faculty would have some input with the administration of who gets what and on what basis. There is a need for a faculty committee to take a look at where tinkering could be made on the salary structure. Woodside moved this question should be referred to the Faculty Welfare Committee. The motion, seconded by Daugherty, passed.

The meeting adjourned at 3:50 p.m.

Respectfully submitted,

Conner Atkeson
Secretary

Sharon Johnston
Faculty Senate Office Secretary

PROPOSED NEW CHARGE - FACULTY WELFARE COMMITTEE

Faculty Welfare Committee - 5 faculty members plus ex-officio: Chairman of the Faculty, Director of Personnel

Quorum: 3 faculty members exclusive of ex-officio

The Faculty Welfare Committee investigates, studies and recommends programs or policies which are related to the general welfare of the faculty or of specific faculty members. It also studies and recommends all types of group insurance which might be of benefit to the faculty, and considers fringe benefits and other forms of compensation.

(Faculty Manual 1973-75 and Faculty Senate Agenda for November 12, 1974)

Suggested Change - 9 faculty members plus ex-officio: Chairman of the Faculty, Director of Personnel

Quorum: 5 faculty members exclusive of ex-officio

The Faculty Welfare Committee monitors programs and policies concerned with insurance, annuities, leaves of absence, fringe benefits, and all other programs and policies which affect the general welfare of the faculty or of specific faculty members; recommends to the Faculty Senate and the Chancellor new programs and policies and changes in existing programs and policies. Also, it shall select an elected committee member to attend all meetings of the Employee Benefits Committee.

FACULTY AFFAIRS COMMITTEE RESOLUTION

WHEREAS Participation by faculty and unit chairpersons in initiation of dismissal (discharge) of Faculty is specifically excluded from Appendix D of the Faculty Manual, "Tenure Policies and Regulations," Section D (Procedures for Initiation, Review, and Approval of Appointments, Reappointments, Non-reappointments, Promotions, and Conferral of Permanent Tenure), approved by the Board of Governors of The University of North Carolina, June, 1976; and

WHEREAS The "Tenure Policies and Regulations" supercede the ECU Code with respect to the requirement for participation by faculty in initiation of dismissal (discharge);

BE IT THEREFORE RESOLVED That the Faculty Senate of East Carolina University respectfully request the Chancellor to inform all units of East Carolina University that initiation of dismissal (discharge) is the responsibility of the Chancellor, not of the unit.