

FACULTY SENATE

The first regular meeting of the Faculty Senate for the academic year 1977-78 will be held on Tuesday, September 20, 1977, at 2:00 p.m. in Room 221, Mendenhall Student Center.

AGENDA

1. Call to Order
2. Approval of the Minutes
3. Special Order of the Day
 - A. Remarks by the Chair
 - B. Introduction of guests
 - C. Due Process Committee Elections (see Appendix D, Section V, E.)
 - D. Hearing Committee Elections (see Appendix D, Section IV, C.)
 - E. Reconsideration Committee Elections (see Appendix D, Section VI, B.)
 - F. Announcements
4. Unfinished Business
5. Report of Committees
 - A. Renewal of Charge of Ad Hoc Screening Committee (Professor Loren Campion)
 - B. Ad Hoc Screening Committee (see attachment)
 - (1) Health, Physical Education, Recreation and Safety
 - (2) School of Home Economics
 - C. Instructional Survey Committee (Professor Robert Muzzarelli)
 - D. Annual Report of Faculty Assembly (Professor Robert Woodside)
 - E. Committee on Committees (Professor Rodney Schmidt). By-law change in membership of Career Education Committee (see Faculty Senate Agenda for May 17, 1977)
 - F. Calendar Committee (Professor R. B. Keusch) (see attachment)
6. New Business
 - A. Report from representative(s) on Chancellor Selection Committee

Agenda Item 5B. Report of the Ad Hoc Screening Committee for Codes of Operation

- (1) The code of the Department of Health, Physical Education, Recreation and Safety will be presented for the Senate's approval and is being forwarded to senators. Faculty wishing to see the code should see their senator(s).
- (2) The code of the School of Home Economics is being presented for the Senate's approval with one change recommended by the Chancellor: Delete the sentence on page 4, viz. "The tenure of office for the (Departmental) Chairperson is the same as that of the Dean."

Agenda Item 5F. Report from Calendar Committee

Resolution: That graduation for the Spring Semester, 1978, be changed from Sunday, May 14, 1978, to 10 a.m. on Friday, May 12, 1978.

Minutes
Faculty Senate of East Carolina University
1st Regular Meeting of 1977-78 Academic Year
20 September 1977

The Faculty Senate met on Tuesday, September 20, 1977, at 2:00 p.m. in Room 221, Mendenhall Student Center. The meeting was called to order by Chair Henry Ferrell. The following members were absent: Keusch, Wilms, J. G. Jones, Kirkpatrick. The following alternates were present: V. Wang for Faulkner, W. C. Smith for Garton. The following ex-officio members were absent: Jenkins, Holt, Monroe, Howell, M. Moore, P. Adler.

Agenda Item 2: Hursey moved that the Faculty Senate Minutes of May 17 and May 18, 1977, be approved. Haritun seconded. The minutes were approved.

SPECIAL ORDER OF THE DAY

Agenda Item 3A: The Chair introduced Judith Donnalley of Library Science, who will serve as Parliamentarian for 1977-78. The Chair thanked Rasch and Reep of the School of Art for preparing nameplates for the Senators.

Agenda Item 3B: After the Chair read the Preamble to the Faculty Senate Constitution, he announced that the Senate is beginning its thirteenth year. The former chairpersons of the Faculty Senate had been invited to attend this first meeting of 1977-78. Those not able to attend but sending their good wishes included James C. Poindexter (1965-66), Alton B. Finch (1967-68), James McDaniel (1971-72), Lloyd Benjamin (1975-76), and Philip Adler (1976-77). The following former chairpersons were present: John C. Ellen (1966-67), Charles Price (1968-69), John B. Davis (1969-70), Vila Rosenfeld (1970-71), Robert Woodside (1972-75). Ellen, Price, Davis, and Rosenfeld spoke briefly to the Senate on the development of the Senate in the past years.

Agenda Item 3C: Due Process Committee elections (a list of tenured faculty members was distributed to the Senators.) The Chair announced that three members would be elected by majority ballot from among tenured faculty members. Johnson nominated Pat Daugherty. Schmidt nominated Myron Caspar. Sehgal nominated Robert Hursey. Saieed moved nominations be closed. Atkeson seconded. The motion to close nominations passed. The Chair ruled that, since three candidates had been nominated for three positions, a majority vote had been cast in their favor, and that Daugherty, Caspar and Hursey were thereby elected.

The Chair opened the floor for nominations for those to serve as alternates on the Due Process Committee. Zincono nominated Robert L. Augspurger. Johnson nominated Ray Martinez. Hursey nominated John Daniels. S. Daugherty moved that nominations be closed. J. A. Jones seconded. The motion to close nominations was adopted. The Chair ruled that since three candidates had been nominated for three positions, a majority vote had been cast in their favor, and that Augspurger, Martinez, and Daniels were thereby elected.

Agenda Item 3D: Hearing Committee elections: The Chair announced that two members would be elected from among full-time faculty members. Ray nominated Carl Adler. I. Ryan nominated Gus Moeller. Hursey moved that nominations be closed. Johnson seconded. The motion to close nominations was adopted. The Chair ruled that a majority vote had been cast for the two candidates, and that Adler and Moeller were elected.

The Chair then opened the floor for nominations for alternates on the Hearing Committee. Collins nominated Vernie Saieed. Johnson nominated Eugene Ryan. Coble moved that nominations be closed. Woodside seconded. The motion to close nomination was adopted. The Chair ruled that a majority vote had been cast for the two

candidates, and that Ryan and Saieed were elected as alternates.

Agenda Item 3E: Reconsideration Committee elections: The Chair announced that two members would be elected from among full-time faculty members without administrative rank. Atkeson nominated Prem Sehgal. P. Daugherty nominated Artemis Kares. Hines nominated Phil Cheng. Hursey moved that nominations be closed. Woodside seconded. The motion to close nominations passed. The Chair appointed P. Daugherty and Johnson to act as tellers, and instructed the Senators to vote for two on a written ballot.

Ballot	1
Sehgal	34
Kares	37
Cheng	10

The Chair declared Sehgal and Kares elected.

The floor was then opened for nominations for alternates. Schmidt nominated Otto Henry. Hines nominated Phil Cheng. Saieed moved that nominations be closed. Gantt seconded. The motion to close nominations was adopted. The Chair declared Henry and Cheng elected alternates by a majority vote.

At this point, two Senators joined the session: Keusch and alternate G. Lynis Dohm for J. G. Jones.

Agenda Item 3F: Announcements: The Chair made the following announcements:

1. The organizational meeting of Faculty Academic Committees took place 22 August, 1977, at which time officers of each committee were elected. Faculty members with items of concern should send them to the proper committee chairperson, or bring them to appear in person at the meeting of the committee. A schedule of committee meetings is posted in Rawl Annex across from the Senate Office. A complete list of the Faculty Academic Committees will be published after the election of the officers of the Hearing, Reconsideration, and Due Process Committees. The Chair and Vice Chair Lao are acting as Senate representatives on these Faculty Academic Committees.
2. Vice Chancellor Howell spoke at the organizational meeting, and indicated some issues the committees might look into.
3. Appendix C (Personnel Policy and Procedure for the Faculty of East Carolina University), passed by the Senate 19 April 1977, was forwarded to Chancellor Jenkins on 3 June 1977. The Chair suggested in his letter accompanying the document that the Senate be given the opportunity to reconsider any parts of Appendix C the Administration wishes to see modified, since a similar procedure had been followed with Appendix D.
4. The phone number at the Faculty Senate Office is 6537; and at the Chair's office, it is 6266.
5. The Chair has made the following appointments to fill vacancies on committees:
 - Terence McEnally of Physics to fill the one-year unexpired term of Rosalind Roulston of Drama and Speech on the General College Committee;
 - Ray Elmore of Art for a one-year term as the faculty representative on the Student Union Board of Directors;
 - Ben Spangler of Continuing Education to replace J. Michael Brown of Business for a three-year term on the Credits Committee;

- F. Oris Blackwell of Allied Health to replace Janet Schweisthal of Allied Health for a three-year term on the University Curriculum Committee;
- Ken Lewis of Allied Health to replace Henry Ferrell of History for the remaining two years of his term on the General College Committee;
- Edward Ryan of Biology to replace Emily Boyce of Library Science on the University Curriculum Committee for Fall Semester 1977, while Professor Boyce is on leave of absence.

6. Though the Board of Governors of the University of North Carolina had requested funds to raise faculty salaries by 10%, it did not come out that way. The best estimate of faculty raises, given the 6½% across the board, plus a 1.8%, is that they will average 8.3%. This amounted to additional funding of \$10,345,000 for raises, University-wide. The Board of Governors had also requested a biennial appropriation to provide funds to achieve parity among the faculties of the comprehensive institutions and the four-year institutions. These "catch-up" funds were requested so that the national ranking within their category of the comprehensive institutions (like E. C. U.) and the four-year institutions might be comparable to the national ranking of the Ph.D. granting institutions within their category. These additional funds were not for general faculty raises, but were to be used to help the schools recruit good people and to retain valuable faculty members whom they might otherwise lose. Directions for the disbursement of these funds (about \$98,000.00 for E. C. U.) came in a letter from Vice President Dawson, stipulating that each unit head will make application to his immediate superior where he believes these conditions are satisfied. The Chair reported that in the academic division the increments were to be not more than \$500.00 nor less than \$300.00.

Policies for academic salary increases were also determined by the Board of Governors at its meeting of 15 July 1977. Each faculty member was to receive at least a 6.5% increment. The additional amount, about 1.8% was to be used either as an automatic or a merit increment. None of these were to be used for new positions. Maximum salaries were set for the academic divisions, excluding the medical division. They were as follows:

<u>Institution Category</u>	<u>Maximum Salaries</u>			
	<u>Prof.</u>	<u>Assoc.</u>	<u>Asst.</u>	<u>Inst.</u>
Ph. D. granting	34,200	25,800	20,500	17,000
Comprehensive	29,400	22,900	19,900	15,700
Four year	24,600	20,500	18,200	14,300

The Chair indicated that Greensboro was slightly behind Chapel Hill and N. C. State but was closing the gap.

One reason why faculty raises for the present year have not gone into effect is that some schools went beyond the maximum levels provided by the Board of Governors, and each such case had to be checked out by the General Administration. Another reason was the late date at which the State Legislature made the increment funds available. In addition, the raises have to be cleared by six levels of administrative review, while the Board of Governors meets but once a month. The Chair stated that he did not think E. C. U. had been singled out in this delay, since he had checked with some of the other institutions and had found that their raises had also been delayed.

7. A review of tenure procedures has been carried out during the summer in the office of Vice President Dawson. At the request of Vice Chancellor Howell,

four E. C. U. committees replied to Vice President Dawson (Hearing, Due Process, Reconsideration, and Faculty Affairs Committees). As of now, though there may be some problems in the future, we seem to be in good shape in this area. Also during the summer, the Board of Governors defined what "elimination or termination of program" meant. They stated that they have the obligation to terminate programs which are duplicative, which are non-productive, or which are deficient. They have spelled out in the minutes of their meeting how this termination will take place: The General Administration will inform the local campus of such a termination, giving the Chancellor and Board of Trustees a chance to reply or to call for a hearing. It is also provided that the Chancellor will discuss the possible termination locally. This is why the issue raised last year of putting faculty members on the Planning and Policies Committee is so important. Meanwhile, the Teacher Education Survey continues being conducted for the General Administration. The Chair stated that he has seen the results of this survey for E. C. U., and it calls for some changes in programs. This is a very important issue, having to do not only with programs and curriculum but with faculty members' positions as well. Our representatives in the Faculty Assembly are continuing to pursue the issue.

8. The following letter was received from Vice Chancellor Holt regarding the Faculty Senate resolution asking for remuneration for General College advisors:

"In the past, Dr. Howell has included a change budget request at a median priority for payment of General College advisors. Funding has never been sufficient to reach beyond the top priorities and provide the money needed. We appreciate the faculty interest in this matter and will keep it in mind when preparing future budget requests."

9. A new charter for the Graduate School has been adopted providing that the Senate shall send to the Graduate Council "in ex-officio status one member of the Senate, a Graduate Faculty member, elected or appointed according to the will of the Senate." The Committee on Committees has been requested to bring this matter before the Senate, along with its advice, at the meeting in October.
10. The Instructional Survey Committee has been granted \$800.00 to arrange a symposium aimed at improving teaching techniques at E. C. U.
11. The Computer Center has not received increased funding for the fiscal year 1977-78 from the General Administration. This has created difficulty in the use of the center and will continue to do so.
12. The Vice Chancellor for Academic Affairs has made available to the Faculty Senate the following budget for the academic year 1977-78:

Office supplies	695
Travel	100
Communication (stamps and telephone)	<u>200</u>
TOTAL	995

In addition, his office has furnished the Faculty Senate Office with a new A. B. Dick Mimeograph Stencil Printer for Faculty Senate use.

13. The Board of Trustees will meet Saturday, September 24, at 2:00 p.m. in 244 Mendenhall. Interested faculty members may wish to attend.
14. Annual reports of Faculty Academic Committees have been sent to new Senators and new members of committees and are on reserve in Joyner Library.

15. The Chair has prepared a one-page summary of some important legislation enacted by the General Assembly this year. (Copies were distributed to Senators. Copies are also available at the Faculty Senate Office.)
16. The E. C. U. Chapter of A.A.U.P. will hold an open meeting at 4:00 p.m. on Tuesday, 11 October 1977 in Mendenhall 244. Information about state retirement system benefits and legal insurance service for E. C. U. faculty members will be made available. Also, a book and record acquisition service for faculty members will be explained.

UNFINISHED BUSINESS

Agenda Item 4: Unfinished business: There was no unfinished business.

REPORT OF COMMITTEES

Agenda Item 5A: Renewal of the charge of the Ad Hoc Screening Committee: The Chair gave some background concerning the Committee. Created in February 1973 to advise the Senate concerning the acceptance or rejection of unit Codes, it was mandated for one year. Later its life was extended to April 1975, to May 1976, and, finally, until such time as the final Code has passed through its hands. There have been some changes in the membership of the Committee, and it is now necessary to appoint the following: Marc Bilodeau to serve as the member representing Continuing Education, as provided by the Senate when the Committee was established (Professor Bilodeau will take the place of Vivian Crickmore who resigned from the University in December 1976); Judith Donnalley to serve as an alternate and resource person, filling the term of Ferrell. The Chair commended the Committee for having done an exceptional job, and announced that the present members, in addition to Bilodeau and Donnalley, include Loren Campion, Chairperson (History), Don Sexauer (Art), Artemis Kares (Library Services), Myron Caspar (Chemistry), Frank Saunders (Mathematics), Sylvene Spickerman (Nursing), with Vice Chancellor Howell ex-officio and Anne Briley (Library Services), Pat Daugherty (Biology), and Robert Woodside (Mathematics) serving as Alternates and Resource Persons.

Agenda Item 5B: Report of the Ad Hoc Screening Committee: Campion reported that the Committee will have nine more Codes to consider, provided the two presented to the Senate today pass. Many of these other Codes are close to completion, and he predicted that the Committee will finish its work this year.

- (1) The Code of the Health, Physical Education, Recreation and Safety Department was presented to the Senate. Johnson moved that the Code be approved. Woodside seconded. The motion to approve the Code passed on a show of hands. (See Resolutions Passed, 77-4)
- (2) The Code of the School of Home Economics was presented to the Senate. Yadav moved that the Code be approved. Haritun seconded. The motion to approve the Code passed on a show of hands. Yadav asked whether the Code needed at this time go back to the Chancellor. Campion replied that the Chancellor had already approved it as changed, so it was now in effect. (See Resolutions Passed, 77-3)

Agenda Item 5C: Report of Instructional Survey Committee: Robert Muzzarelli, Chair of the Committee, presented the report as contained in a letter from the Committee to all faculty members (see Agenda Item 5C: Attachment). In addition to the information in the letter, there is a detailed report available in the Faculty Senate Office. Muzzarelli commented that the Committee believes it now has an instrument suitable for evaluating teaching excellence, but it hopes to develop an instrument to provide qualitative information along with information that is quantitative. It also hopes to develop a more sophisticated faculty peer instrument, since the present instrument is unsatisfactory. The Committee is seeking to help

faculty members become cognizant of the factors involved in excellent teaching. One method for doing this will be a two-day symposium on teaching for the faculty at large. The tentative dates for the symposium are Wednesday and Thursday, January 18 and 19. In concluding his comments, Muzzarelli stated that the Committee will return to the Senate to report the results of its next survey, to be conducted during Preregistration in the Spring Semester, with a report or a recommendation concerning possible Senate action. Atkeson asked if the Committee was considering recommending some method of publishing the results of the survey. He realized that the Committee had found the results of this year's survey too sketchy to publish, but some members of his department had been asking him about publication. He also pointed out that without publication of the results, it will be more difficult to get students to participate. Muzzarelli replied that the Committee is considering the question of publication now, and will return later with some recommendation concerning it. Johnson asked whether the two outstanding teachers nominated each year are listed in the Faculty Senate Minutes. Muzzarelli replied that they are named in the annual report of the Committee. Graham asked whether the Committee plans to have last year's two top teachers describe their teaching methods in the symposium. Muzzarelli replied that the Committee does plan to invite them to take part.

Agenda Item 5D: Faculty Assembly Report: The report was presented by Woodside (see Agenda Item 5D: Attachment). He announced that there is a meeting of the Assembly Friday and Saturday, September 23 and 24.

Agenda Item 5E: Report of Committee on Committees: The report was presented by the Committee Chair, Rodney Schmidt, and involved a change in the make-up of the Career Education Committee (see Faculty Senate Agenda, 17 May 1977). This was the second consideration of this by-law change. I. Ryan called the question. The change was approved by the Senate. Schmidt then presented the Committee's nominee for the new position on the Committee: Phyllis Smith of the University Counseling Center. There were no nominations from the floor. The Chair ruled that, unless there is some objection, nominations be closed. With no objection, the Chair ruled that Smith had been elected by a majority. (See Resolutions Passed, 77-1).

Agenda Item 5F: Report of the Calendar Committee: The Committee Chair, R. B. Keusch presented the report (see Faculty Senate Agenda, 20 September 1977), concerning changing Commencement from Sunday, May 14, to Friday, May 12. Keusch explained that the possibility of such a change had been raised by Vice Chancellor Howell at the organizational meeting for committees on August 22. Keusch pointed out that having Commencement on any day involves a certain amount of compromise, since some people find Sunday inconvenient, and others find Friday inconvenient. The Committee considered the possibility of some other day, but felt that Tuesday, Wednesday, and Thursday must be ruled out. The Committee on balance came to feel that the change was perhaps a good one. The Chair stated that the motion on the floor is to change the Commencement date to Friday, May 12, at 10:00 a.m., and called for discussion. C. Adler commented that he was in favor of an earlier commencement, but asked what motivated the change at this time. Keusch replied that the idea seems to have originated with the Chancellor. Coble spoke against the motion, stating that the change may be more convenient for the faculty, but it will be less convenient for the graduates and their families. Reep pointed out that it would be advantageous to be able to get away sooner, and so he was in favor of the change. Collins asked whether Friday evening was a possibility. Keusch replied that the Committee had considered other times on Friday, but 10:00 a.m. seemed the best. Haritun spoke for the motion. South asked whether the Committee was thinking of a similar change for Spring 1979 and whether the change will have a long-range impact on future calendars. The Chair ruled that the change has no bearing on any future calendar; Keusch agreed. Zincone spoke in favor of having a morning hour for the Commencement due to the lessened chance of rain. Reep called for the question; the motion to call the question passed. The motion to change the date of Commencement passed. (See Resolutions Passed, 77-2).

Agenda Item 6A: Report from representative on Chancellor Selection Committee: Ferrell presented the report. The Committee, which has met three times, is made up of the following members:

<u>Trustees</u>	<u>Faculty</u>	<u>Alumni</u>	<u>S. G. A.</u>
Troy Pate	Henry C. Ferrell	Max Joyner	Neil Sessoms
Ashley Futrell	Patricia Daugherty	Carolyn Fulghum	(also member of
K. Edward Greene	T. J. Haigwood		Board of Trustee.
John F. Minges	Trenton Davis		
John D. Bridgers	James Mathis		
	Clinton Prewett		
	(Executive Secretary)		

Ferrell commented that he believed Prewett was an excellent choice as Executive Secretary. The Committee has broken up into several subcommittees, one of which drafted an advertisement, which has appeared in such publications as The New York Times, The Chronicle of Higher Education, etc. An open hearing was held by the Committee on July 23, at which several faculty members made presentations. Another subcommittee has also been established for screening purposes. With regard to the very delicate area of candidates, Ferrell said there are several procedures that must be followed. First, a person who is willing to be a candidate must be protected. If a person is a candidate for the position of Chancellor and is turned down and this becomes known, this is a matter of some concern; it is also possible matter for a court case. Further, there are procedures dictated by H. E. W. which must be followed. Once a person has been nominated, he is contacted to see if he wants to be a candidate. If he does, a file is opened for him. We now have a goodly number of candidates. Some candidates will be brought for interviews later, and it is likely that some members of the faculty in addition to the Committee members will have a role to play which will require confidentiality on their part. Eventually, the names of two candidates will be presented to the Board of Trustees for their approval. They will then be presented to President Friday, who will select a nominee for approval by the Board of Governors.

Another member of the Committee, Trenton Davis, then commented that confidentiality is important, and that the one official spokesman for the Committee is the Chairman of the Committee, Troy Pate. Another Committee member, Pat Daugherty, pointed out that the Committee is still open for comments from the faculty, as well as for nominations. They may be sent either to Box 3336, or to Prewett through the campus mail. C. Adler stated that he thought the confidentiality being observed by the Committee was questionable, and asked how it had been decided the Committee was to follow this policy. The Chair replied that President Friday and David Stevens had met with the Committee when it was first formed and lectured them on the importance of secrecy; they stated this was the standard procedure applied to every selection committee of this category. Kares indicated that when prospective new faculty and staff come to the University for interviews, it was customary for faculty members to meet with them openly. She raised the question why the procedure with a prospective Chancellor was so different. The Chair replied that in all cases a certain level of confidentiality had to be maintained. E. Ryan said he could understand that individuals who applied had to be protected, but the Committee seemed to be going far beyond that. For example, he asked whether the Committee would tell us how many applicants there are. The Chair said no, but that some day that information might be gotten from the University archives. C. Adler indicated that he thought it inconsistent for the University to be giving out added raises on the basis of our marketability, but then concealing the possible marketability of prospective chancellors. Sehgal asked whether the confidentiality being observed by the Committee was against the open meeting law. The Chair said it was not, since it is a personnel matter. As a point of information, Kane told the Senate that in a similar situation, Florida State University had published the names of all the

applicants, and had conducted public interviews. This procedure did not seem to inhibit the applicants. The Chair said that he hoped the Senate does not put him in the position of defending this policy of confidentiality at this time. Johnson asked whether it would be contrary to confidentiality to inform us about the composition of the subcommittees. The Chair said that it would be contrary. Davis said that, speaking for himself as a Committee member elected by the Senate, he would feel more comfortable if there were less secrecy. He assured the Senate that he and the other members elected to the Committee are intent on representing faculty positions.

There being no further business, the meeting adjourned at 4:07 p.m.

Respectfully submitted,

Eugene E. Ryan

Eugene E. Ryan
Secretary

Agenda Item 5C: Attachment

September 20, 1977

TO: The Faculty
FROM: The Instructional Survey Committee

It is the purpose of this report to relate to the faculty the status of the techniques and procedures developed by the Committee in its search for excellence in teaching. It is not a technical report; for those interested in a more complete, technical explanation of the developed program, a copy of such a document is available in the Office of the Faculty Senate.

Acting on the charge of the Faculty Senate to study "the methods and procedures for the identification of excellence in teaching, developing a program that assesses student and collegial opinion, utilizing professional statistical procedures for (the) analysis of data, assuring maximum confidentiality, cooperating with the Alumni Association and others in identifying recipients of teaching awards," the 1975-76 and 1976-77 Committees concentrated on the development of a program to assess student and collegial opinion. Using statistical analysis, the Committee therefore attempted, as objectively as possible, to measure subjective, personal judgements of excellent teaching.

STUDENT SURVEY: Student opinion has been ascertained by asking each student to nominate at most three instructors he/she has personally had as a teacher during the current academic year. To each, the student assigns an intensity rating of 10 (highest), 8 or 6. The number of votes is multiplied by the intensity level; the products, added together, are then divided by the number of different students an instructor has had during that year. The result represents the raw, unadjusted measure of student opinion with no regard being paid to the potential biasing agents and no attempt to remove their influence.

Five possible biasing agents of student opinion were then selected by the Committee: (1) CT (the number of undergraduate courses taught per instructor per academic year); (2) DS (the number of different students taught per instructor per academic year); (3) ACS (The average undergraduate class size per instructor per academic year); (4) LEV (the level at which the instructor taught during the academic year); and (5) AG (the average grade assigned by the instructor to his/her students during the academic year).

After establishing university-wide norms for each of these parameters, the Committee decided that any faculty member who violates the bounds of two of the parameters could not be considered comparable with the rest of the university community. (See flow chart on back).

The conclusion to be drawn from the first two surveys is that those students who participated in them have not been significantly influenced by any abnormally strong biasing agent. (Even grade bias, though existing, accounts for, on the average, only 2.5% of the intensity rating given the instructor.)

Since the number of participating student voters for 1976-77 was so few, the Committee felt it wise to declare the sample of student opinion insufficient for general ranking purposes. The Committee was, however, able to utilize the 1976-77 sample to select the two recipients for the award provided by the Alumni Association.

September 20, 1977

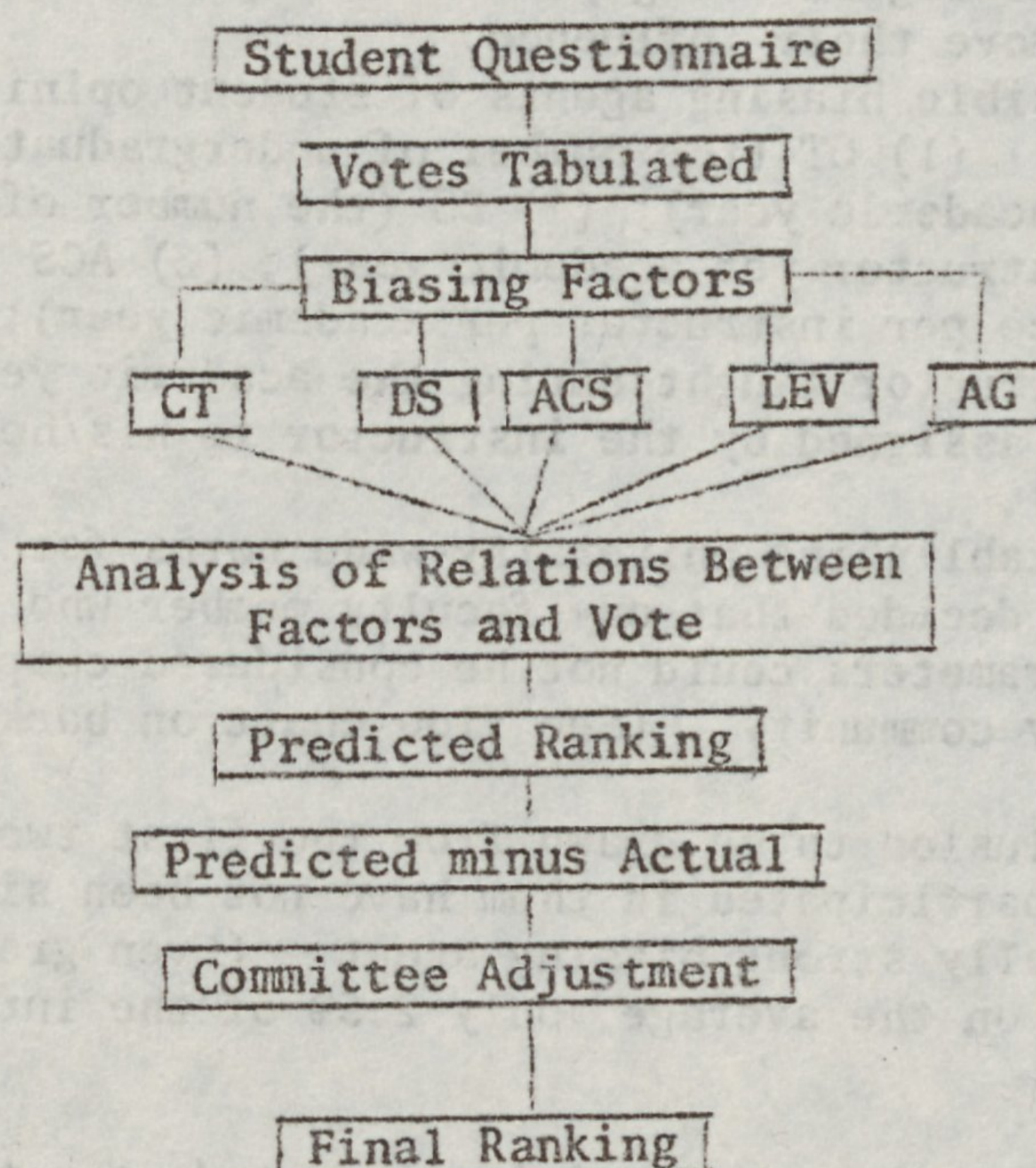
FACULTY AND ADMINISTRATOR SURVEYS: The Committee has generally utilized these sets of opinion to interface and confirm student opinion. Generally speaking, the results of these polls have not been punctuated with the same high degree of cohesiveness and convergence which has characterized student opinion; neither have they, in terms of sheer quantity, been as substantial.

We assure the faculty that we are eminently aware of the abuses which potentially accrue to surveys of the type which we conduct and that herculean measures have been taken to prevent such abuses. Therefore we stress the fact of the homogeneous treatment of the faculty and guarantee that each and every faculty member has been subjected to identically the same impartial and objective judgements.

Pursuant to the Faculty Senate charge and the information provided herein, the 1977-78 Instructional Survey Committee has established the following goals: (1) To use, and as possible, improve upon the present instrument being used for the identification of teaching excellence; (2) to develop a parallel tool which seeks to identify qualitative attributes of teaching excellence; (3) to develop a more sophisticated faculty/peer survey instrument; and (4) to provide for faculty education on the improvement of teaching.

We trust that the preceding remarks have answered many of your questions, and we welcome any questions which you may care to offer.

STUDENT SURVEY FLOW CHART



ANNUAL REPORT
UNC FACULTY ASSEMBLY

The Faculty Assembly of the University of North Carolina met on four occasions during the academic year, 1976-77. On each occasion delegates from East Carolina attended. As this year was given to preparation of the University budget to be submitted to the General Assembly, considerable concern was expressed by the Assembly in the areas of funding programs, faculty fringe benefits and salaries. In the latter category, the Assembly placed before President Friday items that reemphasized the need for a system-wide salary schedule that would combine automatic increases for continued competence with increases for special merit, that underlined the discrepancies between State Personnel Act employees and the faculties of the University, exempt from automatic raises and longevity increments, that illustrated the decline in relative earning power of the faculties owing to the increase in cost of living and the lack of significant raises from the General Assembly, that endorsed a request for ten percent faculty salary increases for each year in the next biennium, and that requested that cost of living raises be separate from merit and promotion funds, thereby mandating a specific sum for across-the-board increases.

In the area of programs and fringe benefits, the Assembly endorsed the tuition waiver for faculty, called for the establishment of faculty development committees on all campuses, urged upgrading of hospitalization benefits to include eye and dental care and provide lifetime provisions for the insured after retirement, and supported a resolution for the improvement of teacher training in English composition. The Assembly reacted, however, with coolness toward an overall teacher education survey, directed by a professor of Education at the University of North Carolina at Chapel Hill. The review was initiated by the Board of Governors to remove wasteful or duplicative programs.

The Assembly congratulated President Friday upon the twentieth anniversary of his appointment as President of the University, and met with new chairman of the Board of Governors, William A. Johnson, to discuss the Board's attitudes toward, hopes for, and expectations of the Faculties of the University. He was particularly eager for Assembly concern to expand into other areas of policy that directly affect the strength and quality of higher education in the state. He emphasized areas as admission standards, quality of teaching, program review and evaluation.

The Assembly continues to have difficulty in defining proper and pleasing representative ratios from the various institutions. The larger institutions are pressing for more Assembly members, mostly UNC-CH, while presenting considerable difficulty in defining faculty persons as they have large numbers of persons who are committed to other than classroom teaching. In elections at the April meeting, Professor Woodside was elected chairperson of the Committee on Committees, Professor Daugherty was elected chairperson of the University Community Committee, Professor Ferrell was elected chairperson of the Professional Development Committee. The Assembly continues to provide a valuable forum for faculty persons and an excellent opportunity for faculty to exchange views. It has executed some influence upon the General Administration and Board of Governors. The role of the Assembly should become of greater importance within the University, provided the General Administration continues to support it.

The minutes of each Assembly meeting have been placed in the Reserve Book Room at Joyner Library.

Respectfully submitted,
East Carolina University Delegation
Faculty Assembly

RESOLUTIONS PASSED

September 20, 1977

- 77-1 The Faculty Senate approved the Committee on Committees' recommendation that a change in the membership of the Career Education Committee be made so that the present description reads:

Career Education Committee - 12 faculty members (1 each from the undergraduate professional schools, 1 from the University Counseling Center, 3 from departments in the College of Arts and Sciences) and 2 student members plus ex-officio: Director of Career Planning and Placement

Quorum: 7

- 77-2 The Faculty Senate approved the Calendar Committee's recommendation:

Resolution: That graduation for the Spring Semester, 1978, be changed from Sunday, May 14, 1978, to 10 a.m. on Friday, May 12, 1978.

- 77-3 The Faculty Senate approved the School of Home Economics Code of Operations with one change recommended by the Chancellor: Delete the sentence on page 4, viz. "The tenure of office for the (Departmental) Chairperson is the same as that of the Dean."

- 77-4 The Faculty Senate approved the Health, Physical Education, Recreation and Safety Code of Operations.