

Minutes

Faculty Senate of East Carolina University
3rd Regular Meeting of 1978/79 Academic Year
14 November 1978

The Faculty Senate met on Tuesday, November 14, 1978, at 2:10 p.m. in Mendenhall Student Center, Room 221. The meeting was called to order by the Chair, Henry Ferrell. Upon the calling of the roll, the following members were absent: Tadlock (Aerospace), Muzzarelli (Allied Health), Ward (Continuing Education), Ray (Drama and Speech), Stone (Education), Levey (Education), Mikkelsen (Education), Wilms (Geography), Kirkpatrick (Nursing), Kim (Political Science), Graham (Psychology). The following alternates were present: William Smith for Kane (Allied Health), Lyn McCurry for Cheng (Health Affairs Library). The following ex-officio members were absent: Holt, Monroe, Howell, P. Adler.

Agenda Item 2: The Faculty Senate Minutes for 17 October 1978 were corrected as follows: The Chair corrected page 17, following the words "January 11, Friday," to read: "Classes begin; Last day for Drop-Add and Late Registration (undergraduate and graduate students), and Last day to apply for graduation in May," dropping the words "Last day to apply for graduation in May" following "January 15, Tuesday."

Brewer corrected page 5, following the words, "He replied that he did, and the Code calls for it." to read: "The courts have taken the position that a faculty member need not be given reasons for termination. If the faculty member sues, he/she must establish procedural error or a Constitutional rights violation. Brewer said he believes a faculty member is entitled to be told the reasons for termination," dropping the words, "The Courts have taken the position," through "does not agree with this." On a voice vote, the minutes as corrected were approved.

(Muzzarelli, Mikkelsen, and Stephenson for Wilms joined session.)

SPECIAL ORDER OF THE DAY

Agenda Item 3A: Announcements: The Chair noted that Professor Robert Woodside was serving as Parliamentarian for this meeting in the absence of Anne Briley who was away. The Chair made the following announcements and comments:

1. The Chair thanked those who had worked to make the Installation of Chancellor Brewer a success, including Ione Ryan, Vice Chair, who had served as Chair of the Academic Procession Subcommittee; Eugene Ryan, Secretary, who had served as Chair of the Installation Program and Facilities Subcommittee; and Sharon Johnston, Faculty Senate Office Secretary, who had coordinated much of the work in preparation for the Installation.
2. Professor Scott Snyder is replacing Stanley Riggs as Senator from Geology (1980).
3. The Chair read two letters from Chancellor Brewer: the first, dated October 25, 1978, was as follows:

The actions taken at the Senate meeting of October 17 are approved by this office for implementation.

The second letter was dated November 8, 1978:

With regard to the resolutions forwarded to this office by you concerning the Career Education Committee, the recommendation calls for a good bit of study concerning what should be the proper organization of all of these various components. I hope that it is satisfactory to the Faculty Senate that, instead of trying to do something now, we shall wait until the new Vice Chancellor for Student Life has been appointed. That person, working with the other Vice Chancellors and me, will give this an in-depth study in 1979-80.

I appreciate the concern of the Faculty Senate in this matter, and please convey to them my concern and support for this activity.

4. The following appointment has been made: Professor Tom Johnson (Health and PE) to the Faculty Governance Committee, replacing Dean Don Sexauer (1979).
5. The Faculty Senate Office has received the following minutes: The Faculty Senate meeting for October 9, 1978, from Appalachian State University; the Academic Cabinet Meeting for October 4, 1978, from UNC-Greensboro.
6. The Faculty Senate Office has received from the General Administration of UNC the Concurrent Resolution Passed by the State Board of Education and the Board of Governors of the University of North Carolina. This resolution is an attempt to insure a high level of preparation for persons going into teaching. This resolution will be passed on to the Teacher Education Committee.
7. The Faculty Senate Office has also received copies of the five proposed Ph.D. programs, and these are available for those who wish to see them.

Professor Robert Hursey announced that Sam Andrews of the University of Florida at Gainesville will be on campus on Wednesday, November 15, 1978, to speak on faculty unionization and collective bargaining at 4:00 p.m. in Austin 132.

Chancellor Brewer announced that two task forces have been appointed. The first is the Computer Center Task Force, chaired by Professor James Joyce (Physics). This group will study computer needs for the coming ten years, consider such questions as whether to centralize or decentralize computer facilities, and make recommendations on priorities and hard and software needs in the next ten years. The second is the Skills Development Task Force under the joint Chairmanship of Professor George Weigand (University Counseling Center) and Director Zubie Metcalf (Center for Student Opportunities). This group will study ways in which the University will be better able to help every student achieve his/her maximum potential. The model program they will consider will not be aimed primarily at disadvantaged students, but at all students. Their first priority will be to inventory what is presently being done here; they will then look at what is being done elsewhere. Eventually, special funding will be requested to carry out the programs they recommend.

UNFINISHED BUSINESS

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

REPORT OF COMMITTEES

Agenda Item 5A: The report of the Committee on Committees was presented by Professor Rodney Schmidt, Chair. He submitted for Senate approval the charge of the Faculty Professional Development Committee (see Faculty Senate Agenda for November 14, 1978). Grossnickle moved to amend the charge by inserting, following the sentence ending "confidentiality of the data it gathers," the sentence, "The Committee shall maintain confidentiality by sharing the results only with the instructor and the immediate academic supervisor." P. Daugherty seconded. Grossnickle said he had brought up the issue of confidentiality at the Senate meeting in October before the charge had been returned to the Committee on Committees. Performance appraisal poses a difficulty for many people, since most people are not above average. What is needed is an atmosphere of trust. Grossnickle understood that the data from student surveys would be made available to supervisors, though this was not made clear in the present charge. Thus, he was attempting to define the confidentiality called for by the charge. It would be up to the individual faculty member to determine whether the results were given by him to his Personnel Committee. C. Adler asked if the academic supervisor would be able to pass the results on to the Personnel Committee. Grossnickle replied that nothing would

prevent this. Brewer (against the amendment) said the voluntary contribution of information would not be satisfactory, since a faculty member who did not present the survey results would be considered to be hiding something. The amendment would make it impossible to pass the information on to the Dean and would result in having the survey count only for self-improvement rather than in connection with promotion, tenure, or salary increments. Grossnickle stated that he was not sure he wanted the results to be used for evaluation purposes. E. Ryan moved to amend the amendment by adding the words, "and to the unit personnel committee," and by dropping the word "only." Woodside seconded. E. Ryan said that under the two-track system, the Personnel Committee has the responsibility of looking into performance. It would be up to the unit head and the Personnel Committee to decide what legitimate use they would make of this data. Brewer (against the amendment) said the structure being proposed would prevent unit heads from sharing the data with the Dean. C. Adler stated he saw nothing in the amendment to keep the Chairperson from sharing data with the Dean. Grossnickle (against) said that the data would sometimes not be the concern of the Personnel Committee. E. Ryan said the amendment would make it the prerogative both of the Personnel Committee and the unit head to make what use they wanted of the data. Brewer commented that ambiguities should be avoided. Woodside (for) said that the charge calls upon the committee to preserve confidentiality; it has nothing to say about what others do with the data. Faulkner stated that it was her understanding that neither the Personnel Committee nor the unit head could have access to the data from a survey unless the individual faculty member signed a statement releasing the data. P. Daugherty commented that if the present amendment passed, then everything about confidentiality would in effect be stricken. Johnson asked for a clarification of what was meant by "confidentiality" in the charge. The Chair replied that if the charge is left in its present condition, it would be less open than with the amendment offered by Grossnickle; an internal committee definition of what confidentiality involved would have to be formulated. With the charge amended, there would be no problem for the Chairperson to make a judgment to the Dean about how good or bad a teacher an individual was, since student opinion would be but one factor in making this judgment. The Chair stated that the amendment offered by E. Ryan would further broaden the range of confidentiality, in parallel with the regulations found in Appendix D. C. Adler asked if the amendment would mean that Personnel Committees would always get the data from the survey. E. Ryan replied that there may be some cases where it would not be appropriate for the Personnel Committee to get the data, though the number of such cases would be small. On a voice vote, the amendment to the amendment failed. I. Ryan moved to amend the amendment by adding the words, "who may then share this information when warranted with the unit Personnel Committee and the appropriate dean or other administrative official." Price seconded. I. Ryan stated that this would take into account the problem referred to earlier by Faulkner regarding the individual's right to privacy. Brewer (against) said the amendment opened up too many possibilities of disputes arising from different interpretations. Schmidt (against) said the amendment seemed to be making regulations for administrators. The Chair observed that this could be spelled out by the revised Appendix C. Rhea (against) stated that the unit head should be able to do what he wants with the information. On a voice vote, the amendment to the amendment failed. Brewer said that he now understood that the question being debated was what the Committee could do with the data, and he could now support the amendment. Woodside (against) stated that the amendment was useless in that once the data is shared, it is no longer confidential. Muzzarelli (for) said that the amendment would give direction to the Committee as what to do with the data collected. Schmidt asked for an editorial change in the term "instructor." P. Daugherty said there should be no change. Hursey (for) said that if no one gets the information, then who the best teachers are will be the best kept secret on campus. Eagan (against) said that in her view the information should be kept confidential. Johnson asked if the Committee would have to come back to the Senate before nominating recipients for the Alumni awards. The Chair replied that this would be one aspect of the Committee's activities, not covered by this amendment. On a division of the house, the amendment

passed, 20 for, 16 against. E. Ryan moved that the name of the Committee be changed to "Committee for Teaching Effectiveness." Fulghum seconded. E. Ryan said the present name does not indicate what the Committee does. On a voice vote, the amendment passed. E. Ryan moved to amend line 4 by inserting after the word "developing" the words, "for the approval of the Faculty Senate," while removing these words from line 2. Hursey seconded. E. Ryan stated that it would be better for the Senate to see the actual instrument that the committee was going to use before the survey was conducted. On a voice vote, the amendment passed. The main motion, as amended, passed on a voice vote. (See Resolutions Passed 78-35.)

Agenda Item 5B: The report of the Faculty Welfare Committee was presented by Professor Conner Atkeson, Chair. Atkeson commended Professor Robert Hursey for his generous work in preparing the report. (The full report is available in the Faculty Senate Office, Secy.) Atkeson stated the report was in response to a Senate request made in the spring. Woodside moved that the Senate accept the report and include it in the minutes. Coble seconded. There was no objection. Coble asked for a clarification of the figures. Atkeson explained that the figures are based on a hypothetical Associate Professor and that the actual remuneration of faculty at Chapel Hill was much higher. C. Adler moved that the Senate request the Committee on Educational Policies and Planning to look into the structure of summer school salaries for long-range planning purposes and report to the Senate. Hursey seconded. Hursey indicated that more study is needed to clarify the salary situation at East Carolina in comparison with the other institutions in the system; at present, summer salaries elsewhere are on an average much higher. On a voice vote, the motion to have the Committee on Educational Policies and Planning study summer school salaries passed. (See Resolutions Passed 78-36.) Brewer stated that a study of summer school salaries was underway. An ideal would be 1/6 of a person's salary for 6 semester hours of teaching. There are other ways it could be computed, based on average salary for rank or other factors. Some schools may have a very substantial minimum enrollment in order for classes to be taught, and this would have to be investigated.

Agenda Item 5C: The report of the Library Committee was presented by Professor Keats Sparrow, Chair. Ayers requested that the report be put in the minutes; there was no objection (see attached). Hursey asked if the mathematical formula suggested by the Committee would result in drastic changes in current departmental appropriations. Sparrow replied that the method of allocation is still being developed, but the committee does not expect any radical changes.

Agenda Item 5D: The report of the Teacher Education Committee was presented by Professor William Holley, Chair. (See Faculty Senate Agenda for November 14, 1978.) Price suggested that "Chairman of the Faculty" be substituted for "Senate." There was no objection. On a voice vote, the recommendation of the Committee was approved. (See Resolutions Passed 78-37.)

Agenda Item 5E: The report of the University Curriculum Committee was presented by Professor William Grossnickle, Chair. (See Faculty Senate Agenda for November 14, 1978.) Grossnickle moved the adoption of the report, with the exception of the B.S. in Social Work, B.S. in Correctional Services, and the B.A./B.S. Minor in Social Welfare. With these exceptions, the report passed on a voice vote. (See Resolutions Passed 78-38.) Grossnickle yielded, and Professor Stella Daugherty, Vice Chair of the Committee, presented the remainder of the report. Grossnickle moved that the three programs named above be returned to the University Curriculum Committee for reconsideration. Woodside seconded. Grossnickle said that the three programs he had moved to have sent back to the Committee in effect made a policy change in the degree structure as it is now established. This change should be considered directly, rather than being embodied in the approval of these degree programs. P. Daugherty asked what the policy change was. Grossnickle responded that these programs specify only a few hours, while leaving a large number of hours to be specified by the advisor and chairperson from among all the courses offered in the

University. Davis (against the motion) said that the Committee has already considered these programs; there is no new information for them to base a reconsideration upon. There are, in fact, other programs in the University, with similar latitude in degree requirements. The Senate should trust the integrity of the faculty members who act as advisors in these programs. Smith (against) stated that what is in question are minor areas of specialization, within which students do not select courses arbitrarily. On a voice vote, the motion to recommit passed. (See Resolutions Passed 78-39.)

NEW BUSINESS

Agenda Item 6A: A motion to amend the 1979/80 Calendar on the Chemistry common exams was made by Ayers (see Faculty Senate Agenda for November 14, 1978). The motion passed. (See Resolutions Passed 78-40.)

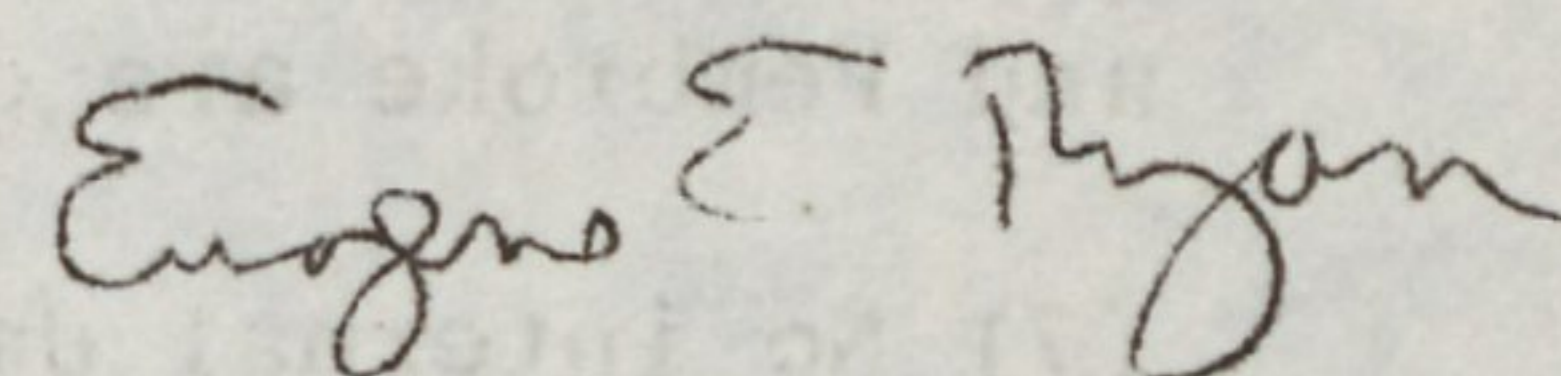
Agenda Item 6B: A resolution on organizational change was offered by Donnalley (see Faculty Senate Agenda for November 14, 1978). Ayers seconded. Donnalley stated that the purpose of her resolution was to clarify the responsibilities; to clarify the reporting requirements for committees; to revise according to some standard format the charges of the committees, including those in Appendix D; to clarify the relationship between Senate and Administrative Committees. Schmidt (against the motion) said there were certain restrictions, within which the Committee on Committees was operating, of necessity. But within these restrictions, the Committee annually already does what Donnalley was calling for. Donnalley replied that she was not asking necessarily for substantive changes, but did believe it was possible to clarify at least the format of the charges to the committees. On a voice vote, the resolution passed. (See Resolutions Passed 78-41.)

Mikkelsen asked about the memo from the Faculty Senate Office concerning changing Pitt Technical Institute to a community college. The Chair replied that he was alerting the faculty to issues that affect them academically.

E. Ryan asked to be allowed to offer a resolution not on the Agenda. The Chair ruled that consideration of the resolution required approval by a 2/3 vote. The motion to consider the resolution passed. E. Ryan moved the following resolution: "The Faculty Senate of East Carolina University commends the Board of Governors of The University of North Carolina for its courageous and sensible stand in opposition to increasing State contributions to private colleges and universities in North Carolina." Allen seconded. E. Ryan stated that the Senate had acted on similar resolutions in the past, and this would be an opportune time to show support for the Board of Governors. Hursey (against the motion) said that it is misleading merely to look at the figures about State contributions; these need to be compared with what the State is spending in educating students in State schools. C. Adler (for) said that at times in the past the State had increased contributions to private schools and enabled them to give raises to their faculty while denying raises to faculty in State institutions. P. Daugherty commented that the association representing private schools was aiming at eventually getting an annual sum from the State equal to half what the State is expending on students in State colleges and universities. Johnson stated that one of the problems raised by the Board of Governors was that the private schools were in no way accountable for the way State funds were used. On a voice vote, the resolution passed. (See Resolutions Passed 78-42.)

The meeting adjourned at 4:05 p.m.

Eugene E. Ryan,
Secretary



Sharon Johnston,
Faculty Senate Office Secretary

REPORT ON SUMMER SCHOOL SALARIES BY THE FACULTY WELFARE COMMITTEE

The following is extracted from a report to the Faculty Welfare Committee by a subcommittee chaired by Professor Robert Hursey of the Math Department. The full report is on file in the Senate Office,

I. Findings

There exists among the institutions of the Consolidated University of North Carolina no homogeneous formula for determination of faculty salaries for Summer School. Salary formulae for full-time faculty (usually defined as those teaching six semester credit hours) are utilized which depend upon: (1) one's academic year salary; (2) one's academic year salary up to a maximum allowable amount; (3) one's academic year salary up to a maximum allowable amount with a potential bonus supplement payable on an equal share basis at the end of both sessions of Summer School; (4) one's academic year salary with penalties exacted for less than full classes; (5) one's academic rank; and (6) one's academic rank and length of employment.

The most prevalent method of salary determination utilized within the system (employed by six, and in part by an additional three, institutions) is the rule which prescribes that one's summer salary (for teaching six semester credit hours) is to be 1/6 (16.67%) of the regular academic year salary.

II. A Survey of Summer School Salaries I:

(1) UNC-CH, UNC-G, UNC-W, UNC-C, N. C. State, and Appalachian State University all employ the rule of 1/6 of regular academic year (AY) salaries to determine Summer School salaries.

(2) Summer School salaries at ECU (for full-time faculty) are determined to be 15.2% of the regular AY salary, subject to a maximum of \$1700. In addition, following the end of both summer sessions when all receipts have been liquidated, all excess salary monies are distributed equally among full-time faculty and proportionately among part-time faculty.

(3) At Winston-Salem State (as of 1975), full-time faculty earn 1/6 AY salary subject to a \$2000 maximum.

(4) Summer School salaries at Fayetteville State are computed to be 5/32 of the AY salary, provided classes are "full" (undefined term). If less than "full," the salary is prorated downward.

(5) Summer School salaries at N. C. A. & T. University (as of 1975) are "determined by a formula based upon academic rank, length of employment, and credit hours taught." The precise formula was not provided.

(6) Summer School salaries at UNC-A, Western Carolina, N. C. Central and Pembroke are dependent upon academic rank.

(7) No internal data was available on Elizabeth City State University.

III. A Survey of Summer School Salaries II:

Using, for an example, a hypothetical Associate Professor teaching six credit hours with a 1976-77 salary (AY) of \$16,500, we find that at the various institutions the following salaries would have been paid:

1. UNC-CH, N. C. State, UNC-G, Appalachian, UNC-W, UNC-C: \$2750 (\$458/credit hour)
2. Fayetteville State: \$2578 (\$430/credit hour, assuming "full" classes)
3. ECU: \$1700 + bonus = \$2431 (\$405/credit hour)
4. Winston-Salem State: \$2000 (\$333/credit hour)
5. Pembroke: \$1650 (\$275/credit hour)
6. N. C. Central: \$1668 (\$278/credit hour)
7. Western Carolina: \$1890 (\$315/credit hour)
8. UNC-A: \$1800 (\$300/credit hour)

IV. Concluding Remarks

(a) The absence of a homogeneous method of determining Summer School salaries may significantly contribute to the economic plight of faculty of several member institutions of The Consolidated University; meager salaries apparently couple with even more meager summer pay formulae to produce a form of economic double jeopardy. Institutions which, for purposes of summer pay, essentially ignore regular academic year salaries and which do not regularly increase their rate of remuneration, render faculty especially vulnerable to the ravages of inflation. The concept of a uniform summer pay formula for the entirety of The Consolidated University should be studied by the Board of Governors.

(b) Summer salaries are funded by student tuition charges and monies appropriated by the State on the basis of projected resident credit hours (to be) taught (in the next academic year). This method of appropriation seems strange, being independent of summer enrollment. Consequently, it does not seem unwise to recommend that the concept of a uniform tuition charge and the State appropriation formula be studied by the Board of Governors.

(c) Departmental Chairpersons at ECU are currently paid for summer duties from funds used to pay faculty teaching salaries. It seems consistent, therefore, to recommend that departmental chairpersons be placed on twelve months contracts and paid as administrators from administrative salary sources for the calendar, rather than the academic, year.

(d) In 1976, Appalachian State University converted from the quarter to the semester system. It is interesting to note that faculty summer salaries at Appalachian were increased from 10% of AY salary per 6 quarter hour taught in 1975 to 16% of AY salary per 6 semester hour taught in 1976.

Agenda Item 5C: Attachment

LIBRARY COMMITTEE REPORT

Meetings

The Library Committee has met twice this year, on 21 September and on 19 October. It will hold its third meeting Thursday, 16 November.

Past Actions

- 1) Supported, by announcements and committee member attendance of, the "Friends of the Library" organizational meeting;
- 2) accepted, for information purposes only, a report from a subcommittee proposing three different mathematical formulas for apportioning serials funds;
- 3) appointed a subcommittee to examine the monograph allocations formula and by March 1979 to recommend ways to update the information used in the formula;
- 4) passed a motion nullifying instructions from previous Library Committees about how the monograph allocations formula should be annually updated;
- 5) granted permission to the Joyner Library acquisitions staff to use the approved formula for apportioning ninety percent of the overdue 1978-1979 unit book funds; and
- 6) passed a motion to examine proposals for allocating serials money by a committee rather than by a mathematical formula.

Proposed Actions

- 1) To establish a Library Committee precedent of working out monograph allocations during the spring term prior to the fall term when the funds will be used, thus avoiding delays in spending the funds;
- 2) to establish a quarterly (three month) accounting for departmental monograph allocations, thus simplifying the bookkeeping of the acquisitions staff;
- 3) to update by March 1979 the information to be used in the mathematical formula for apportioning 1979-1980 monograph funds;
- 4) to establish a standing committee to determine annual serials allocations; and
- 5) to convert second- and third-floor smoking lounges to faculty carrels.

RESOLUTIONS PASSED

November 14, 1978

- (78-35) The Faculty Senate approved the attached charge of the Committee for Teaching Effectiveness (formerly Instructional Survey Committee).
- (78-36) The Faculty Senate approved the following:
 RESOLVED, That the Committee for Educational Policies and Planning investigate summer school salaries for long-range planning purposes and report to the Faculty Senate.
- (78-37) The Faculty Senate approved the following resolution from the Teacher Education Committee:
 RESOLVED, That the Teacher Education Committee agenda and minutes be sent to deans and chairs of departments with teacher education programs, members of the Teacher Education Committee, the Faculty Senate, the catalog editor, chair of the University Curriculum Committee, and any other members which the Chairman of the Faculty may designate.
- (78-38) The Faculty Senate approved:
 Revised degree program for Physics: B.S. (Teaching) (see University Curriculum Committee Minutes for September 21, 1978); revised B.S. degree in Physical Therapy (drop one required course and reduce hours necessary for graduation); revised B.S. Home Economics Education Major (Teacher Certification Option), add Community Service Option, revised Housing and Management major and minor (see University Curriculum Committee Minutes for October 5, 1978); revision of B.S. in Business Education (all options) (see University Curriculum Committee Minutes for October 19, 1978).
- (78-39) The Faculty Senate approved the following resolution:
 RESOLVED, That Revision of B.S. in Social Work, B.S. in Correctional Services, and B.A./B.S. minor in Social Welfare be returned to the University Curriculum Committee for reconsideration.
- (78-40) The Faculty Senate approved the following resolution:
 RESOLVED, That CHEM 0150 and 2620 be included with CHEM 1120, 1150, and 1160 for the common examinations to be given on Saturday, December 15, 1979 and May 3, 1980.
- (78-41) The Faculty Senate approved the following resolution:
 WHEREAS, The University is in the process of organizational changes, be it
 RESOLVED, That the Committee on Committees take into consideration the reorganization of the Faculty Senate Committee structure and recommend to the Faculty Senate whether or not such a reorganization is necessary at this time.

(78-42) The Faculty Senate approved the following resolution:

RESOLVED, That the Faculty Senate of East Carolina University commends the Board of Governors of The University of North Carolina for its courageous and sensible stand in opposition to increasing State contributions to private colleges and universities in North Carolina.

78-35

Committee for Teaching Effectiveness - 10 faculty members and 3 student members plus ex-officio: Dean of the College of Arts and Sciences, Dean of one undergraduate professional school. The Deans of the undergraduate professional schools shall rotate from year to year in alphabetical order of their schools. All faculty members shall serve staggered three-year terms. The student members and the Deans of the undergraduate professional schools shall serve one-year terms.

Quorum: 6 elected faculty members exclusive of ex-officio.

The Committee for Teaching Effectiveness is charged with the responsibility of studying, developing and implementing methods and procedures for the identification of teaching effectiveness, developing for the approval of the Faculty Senate and implementing a program that assesses student and collegial opinion of distinction in teaching, and identifying recipients of the annual Alumni Association teaching awards. The Committee is to assure the confidentiality of the data it gathers. The Committee shall maintain confidentiality by sharing the results only with the instructor and the immediate academic supervisor. Furthermore, the elected faculty and ex-officio members of the Committee shall award university grants for projects to improve teaching. Six elected faculty members of the Committee selected by the Committee shall, jointly with the appropriate members of the University Research Committee, award grants for creative or instructional improvement projects which occur outside the normal academic year. The Committee shall promote and encourage teaching effectiveness.