

Minutes

Faculty Senate of East Carolina University  
5th Regular Meeting of 1978/79 Academic Year  
30 January 1979

The Faculty Senate met on Tuesday, January 30, 1979, 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: Ray (Drama and Speech), Stone (Education), Pories (Medicine), Schmidt (Music), Kirkpatrick (Nursing), Coble (Science Education). The following alternates were present: Art Haney for Rasch (Art), John C. Atkeson for Price (History), William Byrd for C. Adler (Physics), Lawrence Hough for Kim (Political Science), Wilbur Castellow for Graham (Psychology), Jasper Register for Rhea (Sociology and Anthropology), H. D. Lambeth for I. Ryan (University Counseling Center). The following ex-officio members were absent: Brewer, Holt, Monroe, P. Adler.

Agenda Item 2: The Faculty Senate Minutes for 12 December 1978 were approved.

SPECIAL ORDER OF THE DAY

Agenda Item 3A: The Chair made the following announcements and comments:

(Coble and Schmidt joined the session.)

1. Professor John Davis (Mathematics), who served as Chairman of the Faculty 1969-70, died January 13. He had served the University, in addition, as Director of Institutional Research, and later as Associate Vice President of the General Administration of The University of North Carolina. The Chair will forward to his widow a letter of condolences on behalf of the Faculty Senate.
2. The following Committee appointments have been made: Gladys Frankford (Allied Health) to the Faculty Welfare Committee (1980), replacing C. Adler who resigned to go on the University Research Committee; Dan Hines (Business) to the Library Committee (1980), replacing L. Debnath who resigned to go on the University Research Committee; Vincent Mikkelsen (Education) to the Student Scholarships, Fellowships, and Financial Aid Committee (1980), replacing J. Davis.
3. The Committee on Committees has issued a call for nominations for persons to serve on the Faculty Assembly.
4. Chancellor Brewer has sent the following Memo to all unit heads, dated January 9, 1979, dealing with the revised procedure for processing personnel actions:  
  
In order to better identify areas of responsibilities, most of the personnel actions which previously required the signature of the Chancellor will now be delegated to the appropriate Vice Chancellors. The new procedure is exclusive of actions requiring approval of the Board of Trustees and the Board of Governors, which includes recommendations for permanent tenure. Those letters will continue to be signed by the Chancellor.  
  
The Senate's Faculty Affairs Committee is drafting changes to the University Code which will reflect the revised procedure. During the interim period until the Code is formally amended, respective Vice Chancellors are authorized to sign appropriate personnel actions in behalf of the Chancellor.
5. The Faculty Senate Office has received the minutes of the Appalachian State University Faculty Senate for December 11, 1978, as well as a copy of the academic program development procedures for the University of North Carolina. These are available in the Faculty Senate Office.



6. The Committee on Educational Policies and Planning met on January 11, 1979, and elected the following officers: Pat Daugherty (Biology), Chairman; Ray Martinez (Health & PE), Vice Chairman; and Robert Rasch (Art), Secretary.

7. The University Research Committee met on December 18, 1978, and elected the following officers: Lokenath Debnath (Mathematics), Chairman; Robert Brown (Education), Secretary.

8. Melvin Buck, Director of Personnel, has informed the Senate Office that there is an open enrollment period for the group life insurance plan with the Home Security Company. Those interested should contact the Personnel Office.

UNFINISHED BUSINESS

Agenda Item 4: There was no unfinished business.

REPORT OF COMMITTEES

Agenda Item 5A: The report of the Ad Hoc Screening Committee was presented by Professor Loren Campion, Chair. Campion stated that most units have by now either completed their Codes and had them ratified, or they are well on the way to doing so. One unit, however, has not formulated a Code, and that is the School of Medicine, which had been given an extension by Chancellor Jenkins. Brinn said that the School of Medicine is working on a Code at present and hopes to have it completed soon. Johnson moved that the Senate make a recommendation to the School of Medicine that it complete its Code. Haney seconded. Brinn spoke against the motion, stating that it was not necessary. On a voice vote, the motion failed.

Agenda Item 5B: The report of the Campus Facilities Planning and Development Committee was presented by Professor Wes Hankins, Chair (see Faculty Senate Agenda for January 30, 1979). Hankins commented that the Committee saw a need for long-term planning, including planning for parking, and the Committee was presenting the report in response to instructions from the Senate. Ward moved that the report be amended by deleting the words, "the first phase of" from lines 2 and 3 of the report. (Howell joined the session.) Woodside seconded. Hankins commented that this amendment, if passed, would basically change the meaning of the report and restrict the planning the report called for to planning for parking. Woodside said that it was his understanding that planning for parking was what the Senate had called for in its instruction to the Committee. On a voice vote, the amendment failed. On a voice vote, the Committee report was accepted by the Senate (see Resolutions Passed 79-1).

Agenda Item 5C: The report of the Committee for Teaching Effectiveness was presented by Professor Marie Farr, Chair. She announced that there were three parts to her report. The first part of the report had to do with guidelines and the application form for the grants for teaching improvement to be awarded by the Committee. Farr referred to a form which had been submitted earlier to the members of the Senate and asked for its approval. Schmidt moved to amend the form by deleting the words in Guideline 1, "and how the project will improve teaching." P. Daugherty seconded. Schmidt said that he believed it was the function of the Committee to determine whether the project in question would improve teaching for the individual, and that the Committee should not surrender this decision to the individual's Chairperson. Farr replied that the Committee believed that any input from the Chairperson of the faculty member requesting the grant would be one basis among others the Committee would rest its decision on. Howell said that a similar issue had arisen with the University Research Committee, and that as a result of a directive from the Chancellor the Committee had provided a space at the end of the application form for the signature of the Chairperson and any comments he/she might want to make. Hines suggested that this could be a solution for the



difficulty raised by Schmidt, and moved to amend the amendment by inserting at the end of the form a space for the signature of the applicant's Chairperson together with remarks the Chairperson might want to make. Hursey seconded. Muzzarelli stated that the Committee might be misled, if one applicant has a statement by a Chairperson and another does not, into thinking the one necessarily better than the other. On a voice vote, the amendment to the amendment passed. On a voice vote, the amendment as amended passed. The Senate then passed the guidelines along with the application form on a voice vote. (See Resolutions Passed 79-2.)

Farr reported, second, on the plans of the Committee to arrange a seminar on effective teaching. She said that the Committee was currently in contact with a nationally known speaker, to be brought for a seminar this spring. The Committee believes it better in the future to have the seminars in the fall.

Third, Farr reported on the Committee's plans for a survey of student and collegial opinion concerning teaching. She said the Committee wanted to use the same instrument which had been used last year in order to determine the faculty members who would receive the awards from the Alumni Association. In addition, the Committee was preparing a questionnaire to be used on a voluntary basis during the spring semester so that its reliability could be tested. The new questionnaire will be submitted to the Senate at the February meeting. It will pertain to the following seven areas: (1) Instructor's plan, organization of course; (2) Instructor's knowledge of the subject; (3) Instructor's ability to communicate ideas/skills; (4) Instructor's testing; (5) Instructor's grading; (6) Instructor's attitude toward students; (7) Student learning. The Chair called for Senate approval of the concept of these seven areas. On a voice vote, the Senate voted approval. (See Resolutions Passed 79-3.)

Agenda Item 5D: The report of the Committee on Committees was presented by Professor Rodney Schmidt, Chair. First, Schmidt presented two bylaw changes, one having to do with the charge of the University Computer Committee, the other with the charge of the Faculty Welfare Committee. These were being presented now, Schmidt said, for information purposes, and would be acted upon in the February meeting.

Second, Schmidt presented the Committee's nominees for the University Athletic Committee. (See Faculty Senate Agenda for January 30, 1979.) The Chair ruled that nominations for the Committee made from the floor must be for specific two or three-year terms. Woodside moved that the ruling be reversed and that those three persons elected with the largest majority be designated to three-year terms, with the one having the next largest majority designated to the two-year term. Ayers seconded. Woodside spoke in favor of his motion, noting that he thought it would be difficult for some Senators to nominate persons to compete directly with other nominees. On a voice vote, the motion passed. Johnson nominated Ernest Schwarz (Health & PE) and spoke on his behalf. Hursey nominated Frank Saunders (Mathematics) and spoke on his behalf. Castellow spoke in favor of Stapleton, and South in favor of Faulkner, both of whom had been nominated by the Committee on Committees. The Chair appointed M. Moore and P. Daugherty tellers. The result of the vote was:

Ballot	1
Stapleton	34
Irwin	15
Faulkner	37
Smith	21
Schwarz	32
Saunders	37

The Chair ruled that as a result of the balloting, Faulkner, Stapleton, and Saunders



would serve three-year terms, and Schwarz a two-year term.

Agenda Item 5E: The report of the Credits Committee was presented by Professor Bernard Kane, Chair. First, Kane presented a proposal from the Committee concerning by-pass credit for Foreign Language (see Faculty Senate Agenda for January 30, 1979).  
(Benz for Ray joined the session.)

Zincone asked how the proposal fit in with the present catalog directives for by-pass credit in general. Kane replied that the Committee had not seen any conflict between the proposal and the existing policy regarding by-pass credit. Hines said he thought that there is a conflict and perhaps the Committee should try to resolve it before the present proposal is passed by the Senate. Ayers moved to amend the proposal by dropping, in l d., the words "and receiving a passing grade in an oral-aural skills test," and replacing these words with the word "credit." P. Daugherty seconded. Zincone moved to send the report back to the Committee for further review, since there seemed to be many difficulties with it. Steele seconded. On a voice vote, the motion to recommit this segment of the Committee report passed. (See Resolutions Passed 79-4.)

Second, Kane presented a proposal from the Committee concerning residence requirements for obtaining a degree. Lambeth said he thought there might be some unfairness in requiring 30 hours of credit rather than two semesters, since the latter might involve fewer hours. On a voice vote, the proposal from the Committee was approved. (See Resolutions Passed 79-5.)

Agenda Item 5F: The report of the Faculty Affairs Committee was presented by Professor Michael Bassman, Chair. He offered an amendment to Appendix D relating to retirement procedures (see Faculty Senate Agenda for January 30, 1979). Bassman said that all the institutions of The University of North Carolina have been directed to make these changes. Further changes will be made in these procedures in 1981. On a voice vote, the amendment to Appendix D was approved. (See Resolutions Passed 79-6.)

Agenda Item 5G: The report of the Faculty Governance Committee was presented by Professor Robert Woodside. First, Woodside presented a proposal for a change in the Code of the Department of History. (See Faculty Senate Agenda for January 30, 1979.) On a voice vote, the proposed amendment was approved. (See Resolutions Passed 79-7.)

Second, Woodside offered a revision in the Code of Operations of the School of Technology. (See Faculty Senate Agenda for January 30, 1979.) On a voice vote, the revision was approved. (See Resolutions Passed 79-8.)

Third, Woodside brought before the Senate an Administrative-Staff Evaluation Form, which had been sent to Senators prior to the meeting. Woodside said it was his understanding that each member of the Faculty and Professional Staff will receive copies of this form in order to evaluate administrators, including Chairmen, Deans, and the Vice Chancellor of Academic Affairs, as well as the Vice Chancellor of Business Affairs, and possibly the Director of Summer School. Administrators, too, will be able to evaluate those up the line from them, including the Chancellor. South asked how often the evaluation would take place. Woodside replied that he understood it would take place once a year. Castellow asked what the origin of the move was. Woodside replied that the Chancellor had originated it. The original questionnaire came from T. C. U., and the Committee had added a number of questions. Bolt said some of the questions were complex, where they seemed to be simple; she asked if this was the final revision of the form. Woodside said it was. On a voice vote, the proposal for the evaluation form was approved. (See Resolutions Passed 79-9.)

Agenda Item 5H: The report of the Faculty Welfare Committee was presented by



Professor Conner Atkeson, Chair. Atkeson offered a substitute resolution for that listed in the Agenda as 5H 1. He explained that the Faculty Welfare Committee had examined two options that are being studied by the State: that the State pay employees' contributions to Social Security; that the State pay, and tax shelter, employees' contributions to the retirement fund. The Committee had concluded that the second of these seemed more beneficial, particularly if put on a voluntary basis, with the employee having the option to continue as now or to go to the tax shelter plan. Mikkelsen asked if the plan would work the same way for those under T.I.A.A. Hursey replied that it would. Hursey then pointed out that the resolution was simply calling on the State to offer employees the opportunity for tax shelter. On a voice vote, the motion passed. Hursey moved that the Senate direct this resolution to Senator Rachel Gray and Representative Tom Ellis, Chairpersons of the Legislative Study Commission on the Tax Sheltering of Employees' Retirement Contributions. South seconded. Hursey said these two persons are currently studying this issue, and it is imperative that the resolution reach them as soon as possible. On a voice vote, the motion passed. (See Resolutions Passed 79-10.)

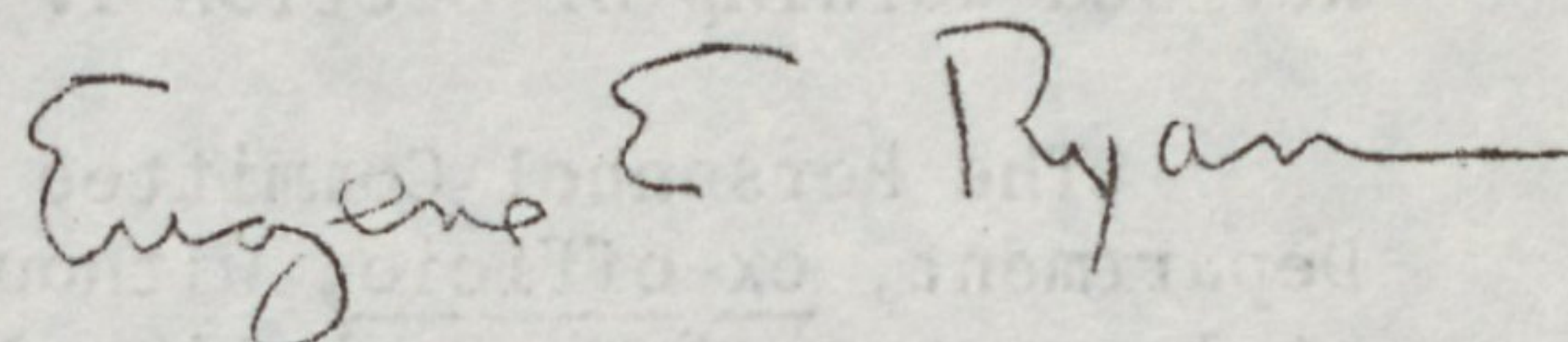
Second, Atkeson presented a resolution concerning salary increments for 1979 (see Faculty Senate Agenda for January 30, 1979). E. Ryan made a motion to strike and insert. Woodside seconded. Ryan said his resolution does not accept the 7 percent Guideline. The real earnings of faculty members over the past five years have declined. If real earnings continue to decline, more and more faculty members will be forced to seek outside employment. In the future it, too, could well become unfeasible for someone to go into higher education as a career. Donnalley asked if Ryan would accept an amendment to include the stipulation from the Faculty Welfare Committee resolution that "consideration be given to those employees whose salaries are below the average salary base at East Carolina University." Ryan replied he would not, because this seems to suggest that lower pay would be the only criterion, while it is only one among many. On a voice vote, the motion to strike and insert passed. Hursey moved that the resolution be sent, if passed, to Representative Jo Graham Foster, Chairperson of the General Assembly Salary and Fringe Benefits Committee. South seconded. On a voice vote, the motion passed. On a voice vote, the main motion as amended passed. (See Resolutions Passed 79-11.)

Agenda Item 5I: The report of the University Curriculum Committee was submitted by Professor William Grossnickle. (See Faculty Senate Agenda for January 30, 1979.) On a voice vote, the report was approved. (See Resolutions Passed 79-12.)

#### NEW BUSINESS

Agenda Item 6: There was no new business.

The meeting adjourned at 4:20 p.m.



Eugene E. Ryan  
Secretary



RESOLUTIONS PASSED

January 30, 1979

(79-1) The Faculty Senate approved:

RESOLVED, That the Senate recommend to the Chancellor that we embark upon a program of long-range planning to be done with the assistance of external consultants; and that the first phase of this plan be directed toward parking and traffic; and that the consultants consider the advisability of separation of faculty and staff parking; and that the initial steps of the planning process be initiated by February 28, 1979.

(79-2) The Faculty Senate approved the attached Grant Guidelines and Form for teaching effectiveness.

(79-3) The Faculty Senate approved a student opinion questionnaire that will pertain to the following seven areas: (1) instructor's plan, organization of course; (2) instructor's knowledge of subject; (3) instructor's ability to communicate ideas/skills; (4) instructor's testing; (5) instructor's grading; (6) instructor's attitude toward students; (7) student's learning; and that the questionnaire be used on a voluntary basis during the spring semester so that its reliability can be tested.

(79-4) The Faculty Senate recommitted the foreign language by-pass credit policy to the Credits Committee.

(79-5) The Faculty Senate approved that the catalog, page 78 under "General Requirements for Graduation" paragraph one should read: "Any student who receives a degree from East Carolina University must earn at least 30 semester hours credit in residence."

(79-6) The Faculty Senate approved the attached revision of Appendix D: Retirement.

(79-7) The Faculty Senate approved the following revisions in the Department of History Code of Operations:

a. Existing wording of Section IV re the Personnel Committee:

"The Personnel Committee shall consist of the Chairman of the Department, ex-officio, and four elected tenured members, at least one of whom shall hold the rank of Professor."

Revised wording of Section IV re the Personnel Committee:

"The Personnel Committee shall consist of the Chairman of the Department, ex-officio, without vote, and five elected tenured members, at least two of whom shall hold the rank of Professor."

b. Existing wording of Section IV, p. 5, paragraph 2:

"Persons (except ex-officio members) shall serve on no more than two Standing Committees."

Revised wording of Section IV, p. 5, paragraph 2:

"Persons (except ex-officio members) shall serve on no more than two Standing Committees, nor shall any faculty member serve as chairman of more than one Standing Committee."



(79-8) The Faculty Senate approved the following revisions in the School of Technology Code of Operations:

- a. Changed heading of Section IV, omitting the word Standing.
- b. Reorganized information in opening paragraphs of Section IV, placing that which applied to all committees in the opening paragraphs and that which applied only to School of Technology committees under Part A.
- c. Added the words or more to the sentence regarding composition of committees.
- d. Added a sentence including special committees as a committee category.
- e. Changed status of Evaluation Committee from standing to special.
- f. Omitted second and third paragraphs of Parts B and C and used the information in the introductory paragraphs of Section IV.
- g. Revised the names of two departmental committees, changing "Curriculum Committee" to Undergraduate Curriculum Committee and "Graduate Committee" to Graduate Curriculum Committee to reflect more accurately their purposes.
- h. Added to Part A: Committees shall have equal numbers of representatives from each of the departments and one additional at-large member from either department.

(79-9) The Faculty Senate approved the attached administrator-staff evaluation form.

(79-10) The Faculty Senate approved the attached resolution treating retirement contributions of State employees.

(79-11) The Faculty Senate approved the attached resolution on salary increments.

(79-12) The Faculty Senate approved:

Revision of B.S. degree in Biology, revision of B.S. degree in Health and Physical Education (see University Curriculum Committee Minutes for November 30, 1978); Concentrations in Graphic Design and Illustration under Communication Arts major for B.F.A. in Art, add B.A./B.S. minor in Industrial and Technical Education and Industrial Technology, change degree requirements for Industrial Technology major: B.S. Professional and Professional (Technical Institute Transfer Program) (see University Curriculum Committee Minutes for December 7, 1978); Revision of B.A. in Health & PE, revision of B.S. in Social Work, B.S. in Correctional Services, requirements for admissions to these programs, and certification of School Social Worker, revision of B.A. major and minor in Physics (see University Curriculum Committee Minutes for January 11, 1979).



## Committee for Teaching Effectiveness

## Grant Guidelines

1. Each grant proposal must include the application form plus letter(s) from the Chair(s) of any unit(s) involved explaining why the request for funds is being pursued outside the unit(s).

Twenty (20) copies of the proposal should be submitted to the Committee for Teaching Effectiveness, c/o Faculty Senate Office, Room 5, Rawl Annex.

2. Applicants for a grant must be full-time members of the faculty of ECU.
3. A grant must be used in the accomplishment of a project that (a) will significantly enhance teaching effectiveness and (b) is susceptible of completion, either in whole or in specified part, within the current fiscal year. A grant cannot be used for the pursuit of a degree at any institution.
4. Requests generally should not exceed \$500, although larger amounts will be considered.
5. Funds will be available for items such as: expenses associated with developing materials for a course, travel expenses to appropriate professional meetings, fees associated with registration and materials at such meetings, fees associated with taking a course, and other expenses associated with improving teaching effectiveness. This list is not inclusive.
6. All materials and equipment purchased with funds from a grant become the property of the University.
7. The publication of the results of projects supported by a grant from the Committee for Teaching Effectiveness should carry a printed acknowledgment of financial assistance from the Committee.
8. At the conclusion of the grant period, the grantee must submit to the Committee his/her account of the results of the project and a brief financial statement from the Office of Academic Affairs. Funds that are unused within the fiscal year revert to the Committee.
9. The Committee will inform the applicant as to the disposition of the application within two months of receipt.



Application for Grant from the  
Committee for Teaching Effectiveness

- 1. Name: \_\_\_\_\_
- 2. Highest Degree: \_\_\_\_\_
- 3. Department: \_\_\_\_\_
- 4. Rank: \_\_\_\_\_
- 5. Amount Requested: \_\_\_\_\_
- 6. a. Project Starting Date: \_\_\_\_\_  
b. Project Completion Date: \_\_\_\_\_
- 7. Description of the project (attach separate sheet if necessary):

8. How will the project improve teaching effectiveness? (Attach separate sheet if necessary.)

9. Anticipated costs (give details under each item):

- a. Honorarium (for whom) \$ \_\_\_\_\_
  - b. Educational Supplies (specify) \_\_\_\_\_
  - c. Travel (where) \_\_\_\_\_
  - d. Current Services
    - 1) Student help \_\_\_\_\_
    - 2) Tuition/Registration fees \_\_\_\_\_
    - 3) Other \_\_\_\_\_
- TOTAL \_\_\_\_\_



10. State any direct contribution toward meeting the cost of this project which has been or will be made by yourself, your department, or another University agency (specify source and amount).

11. What qualifications do you feel prepare you to undertake this project?

I understand and accept the terms and conditions set forth in the Committee for Teaching Effectiveness Grant Guidelines.

Signature \_\_\_\_\_ (Applicant) \_\_\_\_\_ (Date)

Acknowledged: \_\_\_\_\_ ; comments, if any:  
(Department/School Head)

NO NOT USE THIS SPACE	
APPROVED _____	AMOUNT _____
NOT APPROVED _____	DATE _____
GRANT NO. _____	

Comments By The Committee:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



5. Reappointment of Faculty Beyond Normal Retirement Date

a. Retirement Policy for Members of the Faculty

Each member of the faculty shall automatically be retired on July 1 coincident with or next following his or her sixty-fifth birthday, except as provided in subsection b(1), below.

b. Employment Beyond Age 65

(1) Conditions

A faculty member may be continued in employment past the retirement date specified in Section III C5a upon recommendation of the Chancellor and approval of the Board of Trustees. Such a continuation in employment may be authorized only by a term appointment, each term not to exceed one year in duration. Any continuation in employment must be approved in accordance with the procedure stated in Section III D.

(2) Terms of Notice

Not later than twelve months before the retirement date specified in Section III C5a and not later than six months after any subsequent term of employment begins, the faculty member shall be given written notice either by his or her chairperson that his or her continuation is not to be effected or by the Chancellor that his or her continuation has been approved. Failure to give notice as herein required is not a basis for continuing employment.

(3) Continuation Review

The faculty member may request a review of the chairperson's and department faculty's recommendations by the chairperson's immediate supervisor. This request must be written and include a short, plain statement of facts that the faculty member believes supports his or her contention.



0-Insufficient Evidence

1-Poor

2-Fair

3-Good

4-Very Good

5-Excellent

Individual Evaluated: \_\_\_\_\_

Position \_\_\_\_\_

On the average I have contact with him/her: Daily \_\_\_\_\_

Weekly \_\_\_\_\_ Monthly \_\_\_\_\_ Less than Monthly \_\_\_\_\_

If you cannot rate any of the items listed below, check here \_\_\_\_\_, and return the form without additional marks.

I am: A faculty member \_\_\_\_\_ An administrator \_\_\_\_\_ A professional staff member \_\_\_\_\_

Please read carefully.

Listed below are a number of statements which describe aspects of administrators' behavior. Rate the above administrator on each of these items by marking the appropriate response category. Completely fill the appropriate rectangle with a #2 pencil mark. Do not circle or mark with an "X". Do not make stray marks on the form. If you wish to change a mark, erase the original one completely and make a new mark in another position.

Please use the reverse side to clarify your ratings and to make any other comments about the administrator.

Evaluate the above administrator in terms of the degree to which he/she:

1. Communicates with you in a timely and responsive manner.
2. Conducts decisive conferences and interviews.
3. Writes letters and statements that seldom need clarification.
4. Is effective in oral communication.
5. Provides needed information.
6. Has sufficient contact with you.
7. Makes good decisions which are both logically sound and timely.
8. Gathers pertinent facts before acting.
9. Solicits input from others before making important decisions.
10. Considers recommendations from others while making decisions.
11. Applies policy consistently and fairly.
- 11a. Is supportive of unit code operations.
12. Displays appropriate sense of quality and standards.
13. Directs actions to achieve the goals of his/her organizational unit.
- 13a. Encourages an environment conducive to academic freedom.
- 13b. Encourages an environment conducive to the free exchange of ideas.



14. Delegates duties so as to make best use of capabilities of those involved.
15. Maintains updated knowledge and proficiency in those special skills required by his/her job.
16. Makes judicious use of committees.
17. Is friendly and approachable.
18. Expresses personal appreciation to others for their contributions.
19. Sees to it that others receive recognition for their contribution.
20. Is responsive to suggestions for change.
21. Encourages initiative and innovation.
22. Is willing to make changes when his/her plans are not working out in practice.
23. Is able to deal effectively with unanticipated events.
24. Plans ahead for those activities in his/her area of responsibility.
25. Lets people know what is expected of them.
26. Offers new approaches to problems.
27. Willing to explain his/her administrative decisions.
28. Is considerate of the feelings of others.
29. Organizes work for maximum efficiency without becoming rigid and inflexible.
30. Provides sufficient information pertaining to the objectives and policies of his/her organizational unit.
31. Does not create excessive levels of organization.
32. Evidences concern for the professional development of those within his/her areas of responsibility.
33. Overall I would rate this administrator's performance as



79-10

WHEREAS, All citizens of North Carolina who are self-employed or who are employed and provided a non-contributory pension plan are afforded the financial benefits accruing to a tax sheltered retirement program; and

WHEREAS, The employees of the State of North Carolina are by law members of a contributory retirement program which presently allows no option to tax shelter employee retirement contributions;

THEREFORE, BE IT RESOLVED, That the State offer its employees a choice of retirement programs--one which is tax sheltered, the other not; and

RESOLVED, That the State shall, in lieu of a portion of the raise to be granted State employees this year, assume, henceforth, the retirement contributions of all employees who elect the tax sheltered retirement option; that the State shall not report this deferred income to the Internal Revenue Service as gross taxable income; and that the option shall be structured so as to cause no diminution in presently guaranteed State benefits.

Sent to Senator Rachel Gray and Representative Thomas Ellis

79-11

WHEREAS, The real earnings of faculty members of The University of North Carolina institutions has decreased during the past five years, while the real earnings of other North Carolinians has increased; and

WHEREAS, The ten-year salary increments for faculty members (EPA) has totaled 75% while the increments of other (SPA) state employees was 120% and the rise in the cost of living 100%; and

WHEREAS, State revenues continue to grow at a rate of over 14% per year;

BE IT THEREFORE RESOLVED, That the Faculty Senate of East Carolina University calls upon the Governor and the State Legislature to grant relief to faculty members of the University of North Carolina by providing a salary increment in 1979 sufficient at least to offset the differences between salary increments and rises in the cost of living during the past five years.

Sent to Representative Jo Graham Foster