

MINUTES
FACULTY SENATE OF EAST CAROLINA UNIVERSITY
FOURTH REGULAR MEETING OF THE 1981/82 ACADEMIC YEAR

8 December 1981

The Faculty Senate met on Tuesday, 8 December 1981, at 2:15 p.m. in the Willis Building auditorium. The meeting was called to order by the Chair, Thomas Johnson. The secretary noted the following members were absent: Muzzarelli (Allied Health); Ross (Art), Haskins (Drama & Speech); Brett (English); Brinn, Cheng, Pories, Barakat (Medicine); and Lawler (Nursing). Ex-officio members absent: Brewer, Maier, Laupus, Warner and Meyer.* Alternates present were: Somes for Kane (Allied Health), Bellis for Allen (Biology), and Powers for Terrell (Education).

*Ex-officio member who joined session later.

Agenda Changes:

Special Order of the Day: 3.B: William Byrd gave the report of the Faculty Assembly.

Unfinished Business: 4B: Report of the Committee for Teaching Effectiveness postponed until January 26 Faculty Senate meeting.

Report of Committees: 5C7: Revisions found in University Curriculum Committee minutes of November 30, 1981, postponed until January 26 Faculty Senate meeting.

Agenda Item 2: Approval of Minutes

The minutes of November 3, 1981, (Special Session) were approved.

The minutes of November 17, 1981, were approved with one addition: page 4, Agenda Item 4B:4: University Teaching Grants Charge adopted (Resolution 81-65)

SPECIAL ORDER OF THE DAY

Agenda Item 3A: Announcements

Chair indicated that there were no announcements.

Agenda Item 3B: Report of Faculty Assembly Delegation [William Byrd, (Physics)]
See attached.

E. Ryan (Philosophy) also gave Senators and ex-officio members a copy of the

resolution concerning the Quality Assurance Program passed by the Faculty Assembly of University of North Carolina at its December 4, 1981, meeting which is also attached.

Ryan noted that due to a change in the By-Laws of the Faculty Assembly, election of East Carolina University delegates should be held in either the January or February Senate meetings in order for the delegates to be considered for Faculty Assembly offices. The Chair said he would refer this matter to the Committee on Committees.

Ryan reported that as a result of an April, 1981, Faculty Assembly resolution, the General Administration withdrew its support of a law before the General Assembly which would have allowed placement of anonymous material in faculty files for personnel decisions. Therefore, the bill was withdrawn from consideration by the General Assembly.

UNFINISHED BUSINESS

Agenda Item 4A: Report from Chancellor Selection Committee

Rosina Lao (Psychology), member of the Chancellor Selection Committee elected by the Senate, gave an overview of the activities of the committee since its inception. She cited the following meeting dates and activities:

- October 20 - Open hearings in the morning
An afternoon meeting with Dr. Arnold King, representative of President William Friday, who presented guidelines and information concerning legal issues.
- October 22 Two subcommittees were appointed:
 - (a) Criteria Committee, Carolyn Fulghum, chair.
 - (b) Application Credentials Committee, Robert Brame, chair.
- October 23 - Lao noted that she was assigned to Credentials Committee which determined what kinds of information would be required of all candidates.
- November 13 (a) Two subcommittees above reported to the entire committee;
(b) Criteria for Chancellor approved by Chancellor Selection Committee.
- November 17 - Chancellor Selection Committee released criteria for publication.
- November 13 - Committee divided into three subgroups to review all applications received to date. Qualifications of nominees were not reviewed at that meeting.

In ending her report, Dr. Lao noted that according to Dr. Joseph Boyette, executive secretary of the Chancellor Selection Committee, all nominees and applicants have been contacted to determine if they are interested in the chancellorship position, and, if so, to send their resumes. The next full meeting of the committee is scheduled for mid-January.

REPORT OF COMMITTEES

Agenda Item 5A: Faculty Welfare Committee 1980-81 Salary Study (Robert Hursey (Mathematics) (complete report attached)

In correcting published misinformation concerning proposed salary increments, H. Ferrell (History) requested that faculty be provided with an accurate statement which read: "There is 5% in lieu of money to be distributed according to rules and regulations established by the Board of Governors i.e., merit and adjustment of inequities which will then be compounded by a 5% across-the-board raise effective January 1, 1982."

Agenda Item 5B: Committee on Committees

1. The revised charge of the University Research Committee was presented for its first reading. Much discussion ensued concerning recommendation of grant awards to the Vice Chancellor for Academic Affairs. The Chair of the Faculty noted that he had assumed responsibility for the accountability of persons filing progress/final reports on proposals by having the Faculty Senate Office secretary make contact with these individuals.

Agenda Item 5C: (W. Grossnickle)

Revisions as listed in the December 8, 1981, Faculty Senate Agenda and also found in the November 23, 1981, and November 9, 1981, University Curriculum Committee minutes were approved. (Resolution 81-66)

The fourth regular meeting of the Faculty Senate adjourned at 3:30 p.m.

Rosalie Haritun
Secretary of the Faculty Senate

Helen Broaddus
Office Secretary of the Faculty Senate.

Faculty Assembly Report by ECU Delegates

December 8, 1981

The UNC Faculty Assembly met at the General Administration building in Chapel Hill on December 4, 1981. ECU delegates Caroline Ayers (delegation chair), William Byrd, Robert Hursey and Eugene Ryan attended the one-day session which convened at 1:30 p.m. following a meeting of the Executive Committee during the morning. Hursey and Ryan are members of the Executive Committee by virtue of their chairing the standing committees on Faculty Welfare, and Planning and Programs, respectively. The Assembly adjourned at approximately 9:00 p.m.

The opening plenary session consisted mainly of hearing President William Friday's report. His report included presentations by three members of his staff (Felix Joyner, R. D. McMillan, Jr., and D. J. Stedman). Joyner summarized budget actions taken during the short term of the Legislature. He does not see the legislative session coming next summer as promising any improvement in the recent record of generosity compiled by the Legislature. McMillan reported on some Study Commissions established by the Legislature that relate to higher education. These include:

1. Changes in laws that regulate construction procedures.
2. Oversight of university compliance with civil rights laws.
3. Investigation of the need for scientific and technical equipment.
4. Feasibility of consolidating the State's computing systems.
5. Examination of tenure policies primarily as they relate to public schools.

Stedman reported on the Quality Assurance Program which generated much discussion.

Following this afternoon plenary session, all of the standing committees of the Assembly met to consider previously established agendas.

The evening plenary session heard reports from each of the standing committees. The attached Amendment to the By-Laws and resolution were passed; the resolution dealing with the QAP again generating much discussion. A nominations committee was elected consisting of Rent (UNC-C), Weiss (UNC-CH), Neale (ASU), Alexander (NCA&T) and Fitzgerald (NCSU).

Reported by,

J. William Byrd

Amendment to the By-Laws, Section X.A Nomination Committee

"At its second regular meeting of the year, the Faculty Assembly will elect a nominations committee which will be composed of five members, two of whom will be members of the Executive Committee and preferably in their last year on the Assembly. All members will be nominated and elected by the full membership of the Assembly. The Chairperson of the nomination committee will be elected by the committee. This committee shall circulate a slate of two nominees for each office of the Assembly and two nominees for each of the chairpersons of the standing committees. These nominees will be presented to the full membership of the Assembly at the third regular meeting of the Assembly. All nominees must have agreed to their nominations prior to the presentation of this slate to the Assembly."

12/04/81

PLANNING AND PROGRAMS COMMITTEE

Resolution Concerning Quality Assurance Program

Whereas, The Liaison Committee Report on the Quality Assurance Program for teachers addresses some of the major problems facing the educational systems in North Carolina; and

Whereas, the Report offers a program that, when fully implemented, could enhance the quality of education in North Carolina; and

Whereas, the Report anticipates, and appears to welcome, debate on the various details of the Program, be it therefore

Resolved 1. That the Faculty Assembly supports in principle the Quality Assurance Program as developed by the Liaison Committee;

2. That the Faculty Assembly calls for continuing efforts to improve the Quality Assurance Program, particularly in the following respects:

-- including in the General Education Assessment Program a critical reasoning component and demonstration of an awareness of world affairs;

-- further developing and refining the competencies, as well as the measurement of them in the criterion-referenced exit tests, to reflect as adequately as possible the essential functions of the teacher;

-- putting greater stress on the deleterious effects on school programs of having significant numbers of teachers teaching out of field;

-- insuring that persons responsible for teacher education play a major role in evaluating competencies; and be it further

Resolved 3. That the Faculty Assembly recommends that the program be adopted only to the extent that funding becomes available for its implementation.

SELECTED STATISTICS FROM THE 1980-81 FACULTY SALARY SURVEY: PERSONS WITH NINE-MONTH CONTRACTS

(1) Total number of salaries (or persons) surveyed: 548

(a) Mean salary of population	= \$22,494
(b) Standard deviation (SD) of salaries	= \$ 5,414
(c) Minimum salary	= \$11,500
(d) Maximum salary	= \$38,700
(e) Skewness (of salary distribution)	= .426

(2) Numbers of persons by sex and degree:

	Doctorate	Non-doct.	all
male	259	95	354
female	69	125	194
all	328	220	548

(3) Average salaries by sex and degree:

	doctorate	non-doctorate
male	\$25,226	20029
	\$ 5,078	4387
female	\$23,556	18120
	\$ 4,251	3313

NOTE: For doctorates: At the 95% level of confidence, the difference in the average salaries of males and females is statistically significant.

For non-doctorates: At the 95% level of confidence, the difference in the average salaries of males and females is statistically significant.

(4)

	Av. Years of Service to ECU		Av. Years in Rank at ECU	
	doct.	non-doct.	doct.	non-doct.
males	11.3	10.4	6.6	10.4
	6.5	8.2	4.8	8.2
females	10.3	9.2	6.4	4.7
	6.7	7.8	4.5	4.1

(5) Average Salaries by sex, rank, and degree:

	Prof.	Assoc. Prof.	Asst. Prof.	Inst.	Other
male doct.	29344 3701 109	24072 2563 82	20426 3282 56	18500	18065 4368
female doct.	27679 3244 21	24063 2582 20	20547 2219 26	none	14300
male non-doct.	26029 3262 15	22102 2748 25	18869 2136 29	17383 2491	15063 2879
female non-doct.	24398 1392 6	21626 2574 21	18686 1628 51	16263 1573	14146 1479
all	28587 3770 151	23391 2768 148	19619 2608 162	16648 1911 32	15219 3031 55

- (6) Multiple linear regression on 1980-81 salaries to determine Predicted Salary (using, as variables, sex (0 = male, 1 = female); degree (0 = non-doctorate, 1 = doctorate); rank (1 = professor, 2 = assoc. prof., 3 = assist. prof., 4 = instructor, 5 = other); years at ECU; and years in rank at ECU):

(a) $R^2 = .74106$; st. error = \$2767.41

(b) Predicted Salary = $27661 - (765)(\text{sex}) + (1924)(\text{degree}) - (2927)(\text{rank}) - (67)(\text{years at ECU}) + (302)(\text{years in rank})$ (in dollars)

- (7) The computer program identified 44 persons with doctorates (13.4%) and 31 persons without doctorates (14.1%) whose salaries were low. Of the 75 persons so identified, 50 were males and 25 were females. (An individual's salary was low if that salary was more than one SD below the average salary determined by the rank and the degree held by the individual.)
- (8) NOTE: Salaries of administrators (including those of chairpersons and unit deans) and faculty in the School of Medicine were excluded from this survey.
- (9) NOTE: In (5), the first, second, and third numbers listed are the mean, the standard deviation, and the number of salaries in that category.

SELECTED STATISTICS FROM THE 1980-81 FACULTY SALARY SURVEY: PERSONS WITH
TWELVE-MONTH CONTRACTS

(1) Total number of salaries (or persons) surveyed: 84

(a) Mean Salary of Population	= \$22,957
(b) Standard Deviation (SD) of Salaries	= 4,750
(c) Minimum Salary	= 12,500
(d) Maximum Salary	= 32,885
(e) Skewness (of salary distribution)	= -.043

(2) Number of persons by sex and degree:

	Doctorate	non-doctorate	all
male	19	25	44
female	4	36	40
all	23	61	84

(3) Average Salaries by sex and degree:

	doctorate	non-doctorate
male	\$25,971 4,376	22,450 5,754
female	26,029 5,575	21,377 3,085

NOTE: For doctorates: At the 95% level of confidence, the difference in the average salaries of males and females is not statistically significant.

For non-doctorates: At the 95% level of confidence, the difference in the average salaries of males and females is not statistically significant.

(4)

	Av. Years of Service to ECU		Av. Years in Rank at ECU	
	doct.	non-doct.	doct.	non-doct.
males	6.0	7.6	3.2	3.5
	4.8	6.4	1.5	3.4
females	4.5	8.1	2.8	4.3
	4.0	5.4	2.9	2.3

(5) Average salaries by sex, rank, and degree:

	Prof.	Assoc. Prof.	Asst. Prof.	Inst.	Other
male doct.	29206 1939	27751 2851	22404 1502	None	19115
female doct.	30800	30740	22575	None	20000
male non-doct.	30810 2737	24161 3471	22023 1731	14355 1916	18045 5647
female non-doct.	None	24095 2442	20883 2216	14800	19244 2398
all	29788 2099	25011 3334	21372 2056	14503 1379	18825 3952

(6) Multiple linear regression on 1980-81 salaries to determine Predicted Salary (using, as variables, sex (0 = males, 1 = females); degree (0 = non-doctorate, 1 = doctorate); rank (1 = Prof., 2 = Assoc. Prof., 3 = Asst. Prof., 4 = Instructor, 5 = Other); years at ECU; and years in rank at ECU):

(a) $R^2 = .5835$; st. error = \$3162.10

(b) Predicted Salary = 29815 - (253)(sex) + (2155)(degree) - (2655)(rank) - (130)(years at ECU) + (297)(years in rank). (in dollars)

(7) The computer program identified six persons (26.1%) with doctorates and 11 persons without doctorates (18%) whose salaries were low. Of the 17 total persons so identified, 13 were males and four were females. (An individual's salary was low meant that said salary was more than one SD below the average salary determined by the rank and the degree held by the individual.)

(8) NOTE: Salaries of administrators (including those of unit chairpersons) and faculty of the School of Medicine were excluded from this survey.

(9) NOTE: In (5) the first and second numbers listed are the mean and the standard deviation of salaries in that category.

School and Category	Professor	Assoc. Prof.	Asst. Prof.	Inst.	Average all ranks	% faculty in top two ranks
NCSU, I (810)	34.7 (293)	25.9 (224)	21.0 (238)	15.4 (55)	26.9	63.8
UNC-CH, I (1137)	37.8 (531)	27.0 (328)	22.1 (250)	18.7 (28)	30.8	75.6
UNC-G, I (497)	35.2 (128)	25.8 (133)	20.6 (165)	16.2 (71)	25.1	52.5
ASU, IIA (499)	26.4 (192)	21.8 (124)	19.3 (139)	15.8 (44)	22.3	63.3
ECU, IIA (563)	28.8 (186)	23.4 (175)	19.6 (172)	16.8 (30)	23.7	64.1
NCAT, IIA (324)	27.4 (68)	23.4 (78)	19.6 (124)	15.6 (54)	21.5	45.1
NCOU, IIA (210)	30.2 (37)	23.5 (79)	19.9 (63)	16.3 (31)	22.5	55.2
UNC-C, IIA (352)	30.2 (72)	23.8 (140)	19.5 (130)	16.4 (10)	23.3	60.2
WCU, IIA (315)	27.8 (76)	22.5 (109)	18.9 (109)	15.0 (21)	22.0	58.7
ECSU, IIB (98)	26.7 (20)	22.6 (19)	19.5 (42)	16.6 (17)	21.1	39.8
PSU, IIB (152)	27.3 (20)	23.4 (22)	19.7 (73)	15.1 (37)	20.1	27.6
PSU, IIB (110)	26.4 (22)	22.8 (33)	19.8 (42)	16.6 (13)	21.6	50.0
UNC-A, IIB (68)	28.1 (16)	23.2 (22)	19.2 (30)	---	22.6	55.9
UNC-W, IIB (189)	28.9 (36)	23.6 (43)	19.8 (103)	15.9 (7)	22.3	41.8
WSSU, IIB (128)	25.6 (26)	23.7 (22)	19.1 (51)	15.6 (29)	20.4	37.5
NCSA, IV (75)				19.2 (75)	19.2	

Source: Academe (Bull. MAUP), August 1981, Vol. 67 No. 4.
 All averages are weighted averages by rank.
 Salaries are stated in thousands of dollars; numbers in parentheses reflect the number of persons in the category.