

EAST CAROLINA UNIVERSITY

GREENVILLE, NORTH CAROLINA 27834

OFFICE OF THE CHANCELLOR

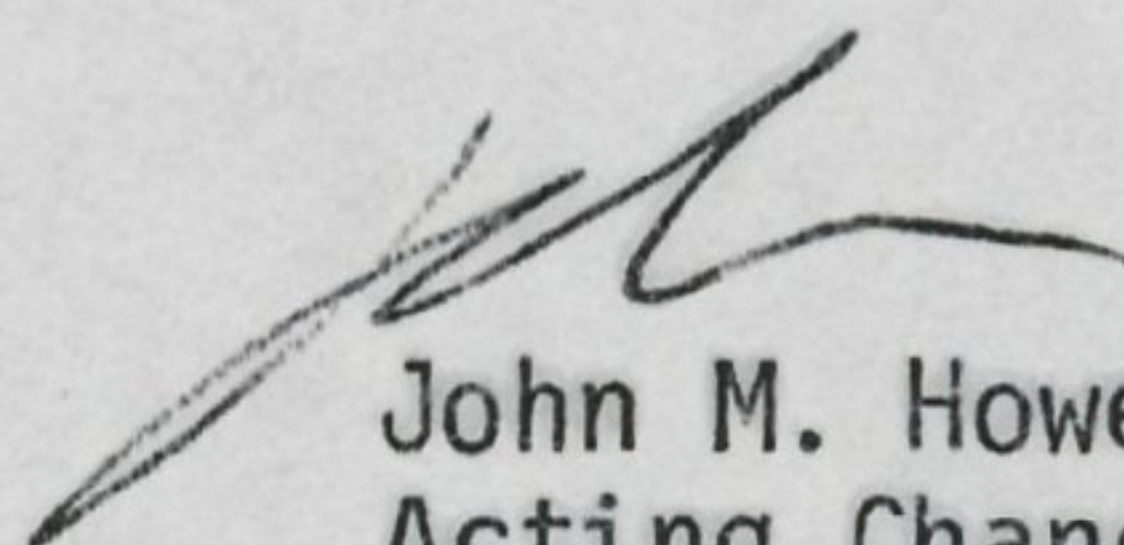
April 19, 1982

Dr. Tom Johnson, Chair  
Faculty Senate  
East Carolina University

Dear Tom:

I approve the draft of Appendix C Personnel Policy and Procedure for the Faculty of East Carolina University (Resolution 82-21) and will forward it with my approval to the Board of Trustees. I do not anticipate that they will take it up at the April 24 meeting because they will not have sufficient time to study it.

Sincerely,



John M. Howell  
Acting Chancellor

JMH/ra

*Received*  
APR 21 1982  
**FACULTY SENATE**

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The University of North Carolina

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April 19, 1982

Board of Trustees  
East Carolina University

Dear Colleagues:

Attached is a draft of Appendix C, "Personnel Policy and Procedure for East Carolina University," which I recommend for adoption by the Board. Due to the lateness of its preparation, I do not suggest that you consider it at the April 24 meeting.

Although this draft would replace an appendix by the same title, it is only very roughly a revision of that document and a comparison of the two, showing changes, would be of little instructive value.

For many years ECU has had two appendices to the faculty manual dealing generally with personnel policies. One contained the tenure statement and the other contained other personnel policies. When the UNC System was established, the General Administration required a revision of these two statements (or the adoption of such statements in institutions not having them) in all constituent institutions and required standardization in some parts. The format of the final Board of Governors approved document (our current Appendix D) contains all of our old tenure policy (with revisions) and some of our old personnel policy (with revisions).

Since the adoption of the new Appendix D, our personnel policy in Appendix C has been something of a relic, parts superseded by Appendix D and parts out-of-date. An issue that has developed since that time relates to whether unit heads are required by the old Appendix C to give annual evaluations in writing and in detail to each faculty member. That issue was raised in the three lawsuits involving denial of tenure.

The position of the Chancellor during the period that I was Vice Chancellor for Academic Affairs was that, although some unit heads made brief evaluations, detailed, written evaluations were not required by Appendix C. The further position of the Administration was that such detailed written evaluations should not be required until the faculty agreed to written evaluations of teaching, particularly by students. These student opinions were to be a part of the basis for the unit heads' evaluation that would assist in sustaining the evaluations if they were contested in court.

*Received*

APR 21 1982

FACULTY SENATE



Board of Trustees

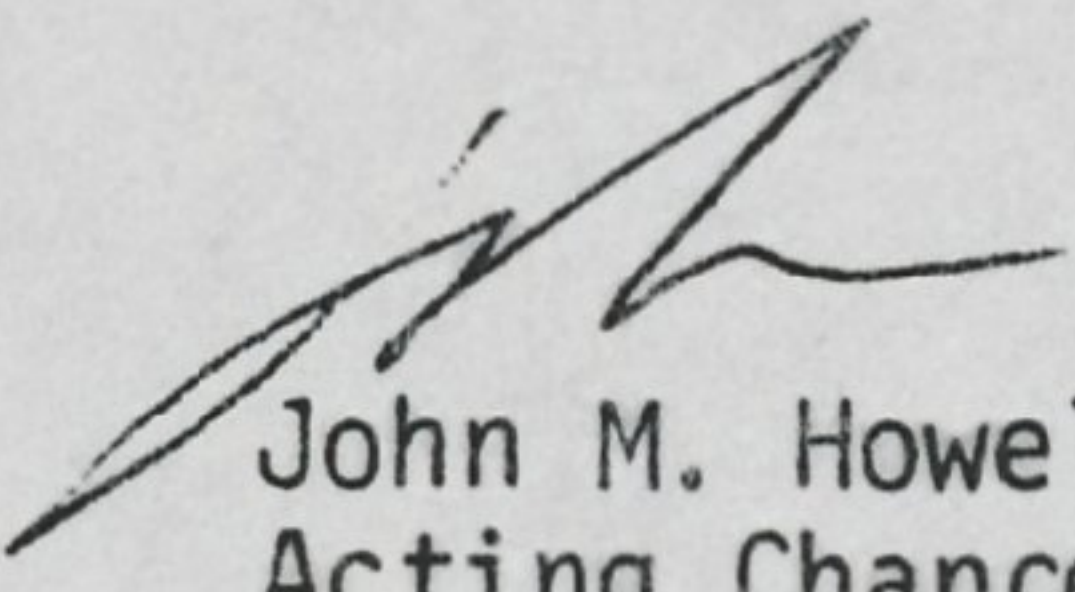
Page 2

April 19, 1982

I have worked out this issue with the Faculty Senate and, as you can see, this draft requires both unit head evaluations of faculty and student evaluations of faculty. I think that is an agreement worthy of your support.

Finally, and of more importance to the future quality of the University, this draft specifies much more clearly what is expected of a person who wants an appointment, a promotion or a salary increase. It more fairly notifies a person of the University's minimum standards (a unit can add others with approval) and it gives the University a firmer basis for the personnel actions it takes. This also is an agreement between faculty and administration after several years of discussion that is worthy of your support.

Sincerely,



John M. Howell  
Acting Chancellor

JMH/ra

enclosure

cc: ✓ Dr. Tom Johnson