

FACULTY SENATE MINUTES

October 25, 1983

The second regular meeting of the Faculty Senate for the academic year 1983/1984 was held on Tuesday, October 25, 1983, at 2:10 p.m. in Mendenhall Student Center, Room 244, with James LeRoy Smith, chair, presiding. Members absent were: Haney (Art), O'Brien, Brinn, Pories and Laupus [ex officio] (Medicine), Wilson (Sociology), Broadhurst (Technology), Howell (ex officio). Alternates present were as follows: Thornton for J.O. Smith (Business), Steelman for Wease, Adler for Sayetta (Physics).

Approval of the Minutes: The minutes of September 20, 1983, were approved.

Agenda Item 3A: Announcements from the Chair.

1. Chancellor Howell cannot be with the Senate today because he is attending an Administrative Council meeting at the General Administration Offices in Chapel Hill.
2. The Chancellor has approved all of the relevant resolutions this body passed on September 20, 1983, viz.,
83-37 Dissolution of the Teacher Education Committee
83-38 Reduction of the quorum of the Teaching Grants Committee from nine to eight elected members.
83-39 Changing of Commencement from May 4 to May 5, 1984.
3. Effective October 11, 1983, Vice Chancellor Moore has assumed administrative responsibility for Computing and Information Systems.
4. Budgets of all academic units have been received from the Vice Chancellor for Academic Affairs and are on file in the Senate office.
5. Mr. Gil Moore, Registrar, has placed on file in the Senate office a written summary of current registration processes and a written summary of the proposed registration system. The General College Committee has requested copies of these summaries.
6. The following three search committees have been recently named:

Home Economics Deanship:

T. Davis, Allied Health, Chair
Lilla Holsey, Home Economics
Kathryn Kolasa, Home Economics
Helen Lafferty, Home Economics
John Maiolo, Soc/Anth/Econ
Mel Markowski, Home Economics
Dot Satterfield, Art
Charles Snow, Home Economics
Linda Snyder, Home Economics
Marilyn Steele, Home Economics

School of Music Deanship: Joe Boyette, Graduate School, Chair
Herb Carter, Music
Frances Daugherty, Art
Brad Foley, Music
Harold Jones, Music
Richard Lucht, Music
James Parnell, Music
Pat Pertalion, Drama and Speech
Pat Terrell, Education
Brett Watson, Music

Arts & Sciences Deanship: Clinton Downing, Education, Chair
Caroline Ayers, Chemistry
Karen Baldwin, English
Wilbur Castellow, Psychology
Ennis Chestang, Geography and Planning
Karen Hancock, HPERS
Robert Holt, Philosophy
Larry Hough, Political Science
Bob Hursey, Mathematics
Gene Lanier, Library Science

The Senate Chair indicated that he would request open meetings with all finalists so faculty could have a chance to attend.

7. The lottery on terms of office for the Academic Integrity Board have resulted in the following terms of office:

<u>Members:</u>	Artemis Kares, Library Services	1986
	Carlton Heckrotte, Biology	1985
	Don Sexauer, Art	1985
	Rosina Chia, Psychology	1984

<u>Alternates:</u>	Frances Eason, Nursing	1986
	Michael Bassman, Foreign Languages	1985
	Doug McMillan, English	1985
	Lauretta Lewis, Allied Health	1984

8. Officers have been elected for the Hearing Committee, the Due Process Committee, and the Reconsideration Committee. The officers are:

Hearing
Mary Jo Bratton, History, Chair
Secretary, rotating

Due Process
T. Davis, Allied Health, Chair
L. Hough, Pol. Vice Chair
Eldean Pierce, Secretary

Reconsideration
Mary Kirkpatrick, Nursing, Chair
William Grossnickle, Psychology, Vice Chair
Robert Morrison, Chemistry, Secretary

9. A Grants Seminar was conducted October 12 by Linda Ingalls and members of

the Vice Chancellor for Academic Affairs staff for recipients of Teaching and Research/Creative Activity grants. Approximately 70 persons attended and minutes will be distributed to unit heads and committee members for use by others in the future.

10. I have taken the occasion to send a letter of appreciation and support to Coach Ed Emory for the accomplishments of the coaching staff and the players on this year's East Carolina University Football team. To have played so well and to have been recognized so fully in Sports Illustrated is certainly worthy of our explicit recognition.
11. I am currently working with Bill Shires of the News Bureau and with Committee chairs to establish a regular "notes of faculty interest" section in Pieces of Eight. Items of general faculty interest from the Senate, from committees, or from the faculty at large would be considered by Mr. Shire's staff.
12. The Student Opinion Poll Teaching Evaluation will be administered this Spring semester from April 2-6. The Administrative Staff evaluation poll will be conducted April 9-13.
13. Over \$680,000 has been authorized by the Office of State Budget & Management for roof repairs at East Carolina and for fire protection for the computing center.
14. The Thanksgiving Holiday will begin at 10 p.m. Wednesday, not NOON!
15. Victoria Hallberg has replaced Sally Brett as one senator from English. Vickie is the Senate's first fixed term appointee senator and we welcome her.
16. I wish to announce, connected with Vicki's seating, that we may have a problem with the consistency of our documents as regards faculty voting rights. In the past, fixed term appointees have voted in General Faculty meetings. This seemed reasonable to me this fall, given that fixed term persons are certified to vote (or usually are) under the definition given in Appendix L and that the UNC Code (P.M-24) states that all full-time faculty are members of the General Faculty. Our Constitution, however, defines membership of the General faculty as those with the rank of instructor or above. I have asked the Governance Committee to consider these matters and will consider Vicki to be a senator in good standing pending the outcome of the Governance Committee's and this body's subsequent deliberations.

Agenda Item 3B: Faculty Assembly Report Larry Hough (See attached.)

Agenda Item 4: There was no unfinished business.

Agenda Item 5A: Faculty Governance Committee

R. Woodside presented an amendment to the Unit Code of Drama and Speech. The original section concerning the Personnel Committee read as follows:

The Personnel Committee must have seven members, five permanently tenured and two non-tenured. The five permanently tenured members whenever possible will be made up of three members from the theatre portion of the unit (one from the directing/acting area, one from the design/technical area, and one from dance), one from Speech and one from broadcasting. These five permanently tenured members will be elected by a majority of the permanently tenured faculty by secret ballot. The two non-tenured members will be elected from the unit at large by a majority of the non-tenured faculty members by secret ballot.

The proposed amendment to the Code of Drama and Speech was as follows:

The Personnel Committee shall be composed of permanently tenured faculty, the number not to exceed five. These five members whenever possible will be made up of three members from the theatre portion of the unit (one from the directing/acting area, one from the design/technical area, and one from dance), one from Speech and one from Broadcasting. The five members will be elected by a majority of the permanently tenured faculty by secret ballot.

J. Jones (English) moved that the revision of the Drama and Speech Code specify the procedure for election if there were less than five tenured faculty. Mayberry (Foreign Languages) seconded. Downing (Drama and Speech) offered a substitute motion:

Whenever possible, this committee will be made up of three members from the theatre portion of the unit (one from the directing/acting area, one from the design/technical area, and one from dance), one from Speech and one from Broadcasting. The members will be elected by a majority of the permanently tenured faculty by secret ballot.

Morrison (Chemistry) seconded. The substitute motion passed. (Resolution 83-40 a)

An addition to the Unit Code of Aerospace was approved in Section VII. (Resolution 83-41)

B. Detachment Activities. A periodic self-evaluation of all detachment activities and affairs is conducted and supervised by the Professor of Aerospace Studies/Detachment Commander. Comprehensive self-inspection guide which covers command, education, administration, logistics, financial management, and etc., is used to insure total coverage. A General Inspection of all detachment activities is conducted by a team from the Air Training Command. These evaluation procedures are complete and thorough and are accomplished at approximate two-year intervals. Copies of such evaluation will be forwarded to the Vice Chancellor for

Academic Affairs.

Chauncey (Music) suggested that proposed revisions to unit codes include an explanation of how the proposed code or revisions differ from the current code. The Chair stated that he will suggest that units include a cover letter to senators and ex officio members explaining the proposed changes of unit codes.

Questions were raised as to whether the Senate could alter a code and send it to the Chancellor without sending it back to the unit. Professor Smith indicated that units always have the right to remove their code from the track of consideration if they wish to propose alternative wordings. Thus, if Drama and Speech approves of our revision, presumably they would not remove it being sent on and if they wish to remove it from consideration by the Chancellor they can do that, too, and later send it back to the Senate. In the interest of timeliness, Smith stated, we should proceed. Professor Downing from Drama and Speech agreed to make that clear to his unit.

Professor Sadler raised the question as to whether codes were returned to the Senate after the Chancellor approves of them, with or without revision. Smith stated that the letters of approval or revision come to the Senate office at the same time they come to the unit. Presumably either the Governance Committee or the unit could react to the Chancellor's action with subsequent requests and recommendations.

Agenda Item 5B: Curriculum Committee

Grossnickle (Psychology) presented the following revisions and degree changes: 1) New Minor in Economics for all degrees 2) Revise BA in Anthropology, 3) Revise BS degree in Urban and Regional Planning, 4) Revise Banking and Finance Concentrations of BSBA. All changes were approved without dissent. (Resolution 83-42)

Agenda Item 5C: Faculty Welfare Committee

T. Ellis (English) presented the following resolution from the Faculty Welfare Committee: "The Faculty Welfare Committee moves that the Chairperson of the Faculty provide the Faculty Welfare Committee with annual, updated salary study information as soon as possible after October 1 of each year."

Ed Ryan (Biology) asked if this was a change in the charge of the committee. Smith and Ellis indicated that the committee saw "monitors all other programs and policies which affect the general welfare of the faculty" as a part of their charge which applied here. Johnson (HPERS) stated that the Faculty Welfare Committee has had information on salaries in the past and has previously presented information to the Senate regarding the salary study. Information from the salary study also has been used by the administration to correct inequities in faculty salaries. The purpose of this motion is to formalize a method of coordinating the communication of this information by making the faculty chair responsible for that communication. Guidelines for the conducting of and the use of the salary study will be written and brought to the Senate for approval prior to implementation. The current salary study information will be available in the Senate office as soon as information is

received from all units.

Adler (Physics) asked if previous concerns about the statistics used in the study had been resolved. Johnson stated that all faculty who voiced concerns were contacted. The concerns focused on the section of the study which used multiple regression. The data from this section has not been used in salary adjustments. Only the standard deviation and quartile ranking were used. Dr. Volpe stated that an adjustment was made if a faculty member's salary was more than one standard deviation below the mean and if the unit head recommended an increase. In no case was information from the study used to decrease a salary.

Somes (Allied Health) asked which factors were studied in relation to salary. Johnson stated that the factors were: doctorate/non-doctorate, rank and sex. Adler (Physics) asked why other factors such as teaching and research were not used. Johnson replied that these factors were more difficult to quantify. The Faculty Welfare resolution passed. Smith indicated that he would raise the question of an explicit inclusion of salary study matters in the Welfare Committee charge with the Committee on Committees. (Resolution 83-43).

Agenda Item 6: New Business: There was no new business, therefore the meeting was adjourned at 3:30 p.m.

Martie Engelke
Secretary of the Faculty

Helen Ruf Broadus
Office Secretary of the Faculty Senate

Resolutions passed during this session:

- 83-40^a: Substitute motion amending Drama and Speech Unit Code.
- 83-41: Addition to Aerospace Unit Code.
- 83-42: Curriculum revisions found in Curriculum minutes of September 22 and October 13, 1983.
- 83-43: Faculty Welfare Resolution concerning salary study information being provided by October 1 of each year by the Faculty Chair to Welfare Committee.

FACULTY ASSEMBLY REPORT

Larry Hough

The forty-sixth session of the University of North Carolina Faculty Assembly convened on September 30, 1983, in the General Administration Building in Chapel Hill.

In the absence of President Friday, Vice President Dawson addressed the delegates. He spoke to a number of issues of continuing interest to the assembly and university faculty.

1. The controversy and confusion in the media over accessibility to information on consulting activities of university faculty was discussed. There had been some disagreement among university attorneys over whether the Statement of Intent to Consult filed by members of the faculty was properly a part of the personnel file or a matter of public record. The opinion of the N.C. Attorney General held that these files were indeed a part of the public record and thus accessible to anyone who had a desire to see them.

There continues to be controversy over consulting by university faculty who have retired, but continue to use university letterhead and their university titles.

Vice President Joyner addressed the delegates on the salary and budget issues. He noted that the final decisions on budget were not made until very late in this the longest legislative session and that there were still some questions among the faculty at the time of the meeting. There was misunderstanding among the delegates, as there is among the general faculty, as seen in the last meeting of the ECU Senate. However, the provisions of the Board of Governors distribution decision were explained. These distributions, according to a memo from Vice President Dawson of July 29, 1983, were to address merit, promotions, years of service, redress inequities and offset increases in the cost of living; but each institution was to have discretion within certain bounds to distribute the monies as they saw fit. Each institution was allocated its proportional share of the 5% for these salary increases.

3. Vice President Dawson also discussed the precedent set by the General Assembly which affects an administrative decision of the School of Public Health on the Chapel Hill campus. This legislation forbids any change in the status of the Public Health Nursing program which had been slated to move to the School of Nursing. The actions of the Dean were within the realm of administrative responsibility but the action of the General Assembly, without any hearings, could set a dangerous precedent for the university, for university administration and academic freedom.

4. The Governance Committee Resolution on faculty candidacy for the General Assembly is before a committee of the Board of Governors but no action has yet been taken.

Committee reports given during the Second Plenary session were largely

concerned with the above mentioned salary discussion.

FACULTY ASSEMBLY REPORT

The Faculty Welfare Committee reminded the Assembly of the quirk in the State Teachers and Employees Retirement System laws which permit reversion of the state portion of the monthly contribution where there is no beneficiary noted in the records and the employee dies prior to retirement. It was urged that each employee of the university system check the personnel records to be sure that this money is not potentially lost to the employee's estate.

The minutes of the Assembly meeting were prepared in record time and distributed around this campus and if there are future questions of the activities of the Assembly, please contact any of the East Carolina delegation.

The controversy and confusion in the media over accessibility to information on consulting activities of university faculty was discussed. There had been some disagreement among university attorneys over whether the statement of intent to consult filed by members of the faculty was properly part of the personnel file or a matter of public record. The opinion of the U.C. Attorney General held that these files were indeed a part of the public record and thus accessible to anyone who had a desire to see them.

There continues to be controversy over consulting by university faculty who have retired, but continue to use university letterhead and their university titles.

Vice President Joyner addressed the delegates on the salary and budget issues. He noted that the final decision on budget were not made until very late in this the longest legislative session and that there were still some questions among the faculty at the time of the meeting. There was misunderstanding among the delegates, as there is among the general faculty, as seen in the last meeting of the ECU Senate. However, the provisions of the Board of Governors distribution decision were explained. These distributions, according to a memo from Vice President Dawson of July 29, 1983, were to address merit, promotions, years of service, redress inequities and offset increases in the cost of living; but each institution was to have discretion within certain bounds to distribute the money as they saw fit. Each institution was allocated its proportional share of the 5% for these salary increases.

Vice President Dawson also discussed the precedent set by the General Assembly which affects an administrative decision of the School of Public Health on the Chapel Hill campus. This legislation forbids any change in the status of the Public Health Nursing program which had been slated to move to the School of Nursing. The actions of the Dean were within the realm of administrative responsibility but the action of the General Assembly, without any hearings, could set a dangerous precedent for the university, for university administration and academic freedom.

The Governance Committee resolution on faculty candidacy for the General Assembly is before a committee of the Board of Governors but no action has yet been taken.

Committee reports given during the second plenary session were largely