

ATTACHMENT 2a

TABLE 1
 Number of Fixed-Term Faculty Responding to Survey by
 Department Affiliation Vs. No. of Fixed-Term Faculty in Each Department

Department	Number of Fixed-Term Faculty Responding to Survey	Number of Fixed-Term Faculty in the Department
Chemistry	1	1
English	4	5
HPERS	2	3
Library Science	1	1
Mathematics	1	13
Nursing	2	8
Philosophy	1	5
Physics	2	4
Psychology	1	2
Sociology	2	3
Allied Health	2	4
Technology	3	3
Art	2	8
Business	6	11
Education	3	3
Home Economics	3	5
Library Services	1	2
Biology	0	1
Theatre Arts	0	4
Foreign Languages	0	2
Geography	1	1
Geology	1	2
Science Education	0	2
Music	0	2
No Affiliation Given	10	
Totals	49	95*

*Figures furnished by the Office of the Vice Chancellor for Academic Affairs

Angela referred to this /

Attachment #2b
N = 95 Response 49
QUESTIONNAIRE FOR NONTENURE TRACK FACULTY
(RESULTS)

< 1 year . . .	21
< 2 years . . .	9
< 3 years . . .	6
< 4 years . . .	9
< 5 years . . .	2
< 6 years . . .	2

1. How many years have you held your appointment at ECU? see above data
Has this been a continuous appointment? If not, explain.
2. Are you replacing a faculty member who is on leave? Yes - 5; No - 44
3. We would like to know how the responsibilities of full-time nontenure track faculty compare to those of tenure track faculty. Compared to other faculty in your unit, is your teaching load heavier? 13
the same? 28
lighter? 2

Are you expected to do research/creative activity as a condition of reappointment? Yes 37 No 12

Is service expected of you? Yes 28 No 20

4. When you were first appointed, were you aware of a six-year cap on nontenure track appointments? Yes 28 No 20

5. Are you qualified for appointment to a tenure track position? Yes 29
No 15

6. From your perspective, does a six-year cap on nontenure track appointments work to the benefit or detriment of

(a) yourself? Why?

Benefit . . . 10

Detriment . . . 20

(b) your unit? Why?

Benefit . . . 9

Detriment . . . 27

(c) your profession? Why?

Benefit . . . 8

Detriment . . 12

7. If available, would you apply for a tenure track appointment in your unit (if that would entail competing in a nationwide search)? Yes 34 No 10

8. If available, would you accept a tenure track appointment elsewhere?
Yes 27 No 14

9. Why did you locate in the Greenville area? Job? Spouse? Other?

Job 20

Spouse . . 17

Geography . 11

Miscellaneous . 4

10. When you first took the appointment, was it your intention to stay in your present appointment up to the six-year limit? If not, how long?

6 years . . . 11

>6 years . . . 5

1 year . . . 10

11. Is it now your intention to stay in your present appointment up to the six-year limit?

Yes . . . 22

No . . . 10

12. As a nontenure track faculty, do you feel that you are unreasonably vulnerable to pressure to comply with the desires of those in positions of power?

1 (10)	2 (10)	3 (9)	4 (8)	5 (12)
Very much so				Not at all

AVE = 3.04

13. Do you feel free to express your opinions in faculty meetings?

1 (19)	2 (11)	3 (8)	4 (8)	5 (5)
Very much so				Not at all

AVE = 2.4

14. Do you feel that you have as much commitment to your unit/ECU as those faculty on tenure track appointments?

1 (27)	2 (7)	3 (7)	4 (6)	5 (1)
Very much so				Not at all
<i>AVE = 1.9</i>				

15. In your opinion, are you accepted as an equal colleague by the faculty in your unit?

1 (14)	2 (8)	3 (11)	4 (10)	5 (7)
Very much so				Not at all
<i>AVE = 2.8</i>				

16. Please add any additional comments you have.

Available in Faculty Senate Office.

17. It would be useful for the Faculty Affairs Committee to know your unit affiliation. If you feel free to give this information, please do.

Unit heads returning the questionnaire:

Nursing (three forms were designated as Nursing)
School of Business
Management
Marketing
Finance
Decision Science
Home Economics
Allied Health
Speech Language and Auditory Pathology
Physical Therapy
School of Art
Environmental Design
Design Art Education
Secondary Education
Educational Administration
Industrial Technology
Music
Aerospace
Military Science
HPERS
Science Education
Political Science
Chemistry
Geography
Psychology
Foreign Languages and Literatures
Philosophy
English
Theatre Arts
Math
Physics
Biology

(Four questionnaires were not signed)

ATTACHMENT 2d

QUESTIONNAIRE FOR UNIT HEADS
RESULTS

1. (a) How many full-time non-tenure-track faculty are in your unit? 100

(b) How many of these are replacing faculty who are on leave? 13

2. Of these, how many are in their 11th year? 1
 6th year? 4
 5th year? 11
 4th year? 16
 3rd year? 15
 2nd year? 26
 1st year? 47

3. We would like to know how the responsibilities of full-time tenure-track faculty compare to those of tenure-track faculty. Is their teaching load heavier? 8
 the same? 24
 lighter? 1
 Ambiguous 2

Are they expected to do research/creative activity as a condition of reappointment? Yes 17 No 16 Ambiguous 2

4. Of the full-time non-tenure-track faculty in your unit, how many are qualified for appointment to tenure-track positions? 48

5. Do you feel that the six-year cap on non-tenure-track appointments works to the benefit or detriment of
 (a) the individual faculty member? Why?

Benefit: 6
 Detriment: 20
 Ambiguous: 6
 No Response: 5

(b) the unit? Why?

Benefit: 8
 Detriment: 20
 Ambiguous: 4
 No Response: 5

(c) the profession? Why?

Benefit: 3
 Detriment: 13
 Ambiguous: 10
 No Response: 12

6. How many of the full-time non-tenure-track faculty in your unit would you prefer to have on tenure track? 60

7. How many of the full-time non-tenure-track faculty in your unit would probably leave if they could get a tenure-track appointment elsewhere?
53

8. Do you feel that full-time non-tenure-track faculty are unreasonably

vulnerable to pressure to comply with the desires of those in positions of power? (Circle one)
n = 37

1 (10) 2 (5) 3 (4) 4 (12) 5 (6)
Very much so Not at all
Median Response = 3

9. Do you feel that full-time non-tenure-track faculty feel free to express their opinions in faculty meetings?
n = 36

1 (11.5) 2 (9.5) 3 (3) 4 (11) 5 (1)
Very much so Not at all
Median = 2

10. Do you believe that full-time non-tenure-track faculty feel as strong a commitment to the unit/university as those faculty on tenure track?
n = 36

1 (12) 2 (6) 3 (6) 4 (8) 5 (4)
Very much so Not at all
Median = 2.5

11. In your opinion, are full-time non-tenure-track faculty accepted by their colleagues as equal partners in your unit?
n = 36

1 (18) 2 (7) 3 (6) 4 (4) 5 (1)
Very much so Not at all
Median = 1.5

12. Please add any additional comments you have.
Available in Senate Office.

Please indicate your UNIT: _____

ATTACHMENT #3

A PROPOSAL TO CLARIFY THE CRITERIA FOR 1. PROMOTION AND 2. TENURE WITHIN THE
MEDICAL SCHOOL

In the School of Medicine, promotion will be awarded if justified by the faculty member's achievements in teaching, clinical care, research, and service. [Scholarly activity is an essential requirement for promotion *and/or tenure*]

In the School of Medicine, tenure will be awarded if justified by the faculty member's performance in meeting the goals assigned to that person by the Chair and Dean, whether in teaching, research, clinical care, administration, service or a combination of these.

A thorough evaluation of progress toward tenure will be carried out by the Dean with the Departmental Chair on an annual basis with a specified review at the end of the third year of reappointment.