

EAST CAROLINA UNIVERSITY  
FACULTY SENATE MINUTES  
OCTOBER 21, 1986

The second regular meeting of the Faculty Senate for 1986-87 convened in Room 244, Mendenhall Student Center on Tuesday, October 21, 1986, with Kenneth Wilson, Chair, presiding.

Members absent were Atkeson (History), Bays (Economics), Dudek (Medicine), Jones (Music), Kledaras (Social Work), and Lawrence (Geology). Alternates present were Leahy for Chestang (Geography), Gordley for Daugherty (Art), Woodside for Davis (Math), Everett for Engelke (Nursing), Longhill for Glascoff (Business), Chappell for Hines (Business) and Spence for Powers (Education).

Agenda Item I. Call to Order

The Chair called the meeting to order at 2:15 p.m.

Agenda Item II. Approval of Minutes

The minutes of September 23, 1986, were approved with the following corrections: Associate Vice Chancellor for Academic Affairs corrected to Associate Vice Chancellor for Academic Support on pages 2 and 3, and the phrase "and has identified the tasks" deleted after "recommendations" on page 3, line 21.

Agenda Item III. B. Announcements

1. The call for Research/Creative Activity and Teaching Grants Proposals (both Academic Year and Summer Stipend) will be issued on October 30, 1986, with proposals being due in the Faculty Senate Office on January 19, 1987, no later than 5:00 p.m. Application forms may be picked up in the Faculty Senate Office, Rawl Annex 140, after October 30, 1986.

Joint information sessions will be held on Monday, November 17, and Thursday, November 20, 1986, at 3:00 p.m., in Joyner Library 104.

2. The Faculty Salary Listing is now available in the Faculty Senate Office.
3. The Student Opinion of Instruction Survey will be conducted during the week of November 10-15, 1986. It is anticipated that the results of the survey will be available for distribution by January 14, 1987.
4. Due to the recent death of Mr. Melvin Buck, Mr. Dick Farris has been appointed Acting Personnel Director until a permanent director is selected.
5. Effective January 1, 1987, Travel and Subsistence allowance will be increased. Any travel incurred prior to January 1, 1987 will be subject to the old rates.

	Old Rates		New Rates	
	<u>In-State</u>	<u>Out-of-State</u>	<u>In-State</u>	<u>Out-of-State</u>
Breakfast	\$ 3.25	4.25	4.00	5.00
Lunch	4.00	5.00	5.00	6.00
Dinner	7.75	10.75	9.00	12.00
Hotel	<u>32.00</u>	<u>39.00</u>	<u>34.00</u>	<u>41.00</u>
Total	\$47.00	59.00	52.00	64.00

6. President Spangler will be addressing the Faculty Senate at the November 18, 1986, meeting to be held in Hendrix Theatre at 1:30 p.m. Prior to that meeting, Chancellor Howell will host a luncheon for President Spangler and members of the Senate. All faculty are invited to hear President Spangler's address.

Announcements, Continued...

7. The Chancellor Search Committee's activities continue on schedule. Announcements from Chairman Ralph Kinsey will probably be forthcoming before the November 18 Senate meeting. Faculty are urged to participate in the on-campus visits of candidates and express their opinions and suggestions to the faculty members on the Search Committee.
8. There are approximately 20 student vacancies on administrative and academic committees. Faculty are urged to encourage student participation on these committees.
9. Senators received a copy of Chancellor Howell's reply to Resolution 86-21.

Agenda Item III. C. Cindy Kittrell, Annual Gift Director

Ms. Kittrell announced that next week the Annual Giving telephone campaigners would be contacting faculty members for contributions. The telephone campaign is approximately nine weeks long and involves about 300 student callers who contact alumni and parents asking for contributions to enrich ECU academic programs.

Students Paul Puckett and Amy Peoples presented a brief skit depicting typical telephone conversations with alumni.

Agenda Item III D. Ray Edwards, Director of Student Financial Aid

Mr. Edwards reviewed the Work-Study Financial Aid Program. The federally-mandated processing system which began last January requires much more paperwork and documentation and has slowed down the awarding of financial aid grants. As of October 16, there have been 752 requests for Work-Study student helpers. Awards have been made to 510 students, 40% fewer than last year, with 347 (67%) of these students accepting. Only 174 (51%) are actually on the payroll and received a check for September. Under a new system implemented this year at ECU, students select their work site rather than being assigned by the Financial Aid Office. (See Attachment 1 for additional information on Work-Study)

Edwards, in response to a question from Yarbrough (Political Science) about distribution of Work-Study students, stated that job vacancy notices are posted in the Financial Aid Office. The East Carolinian and WZMB are being used to remind students who have been given awards but do not yet have jobs that positions are available. Subsequent to the meeting, a list of available students was distributed to all departments.

Longhill (Business) asked if "award" meant the students were receiving money and Edwards replied it meant they were eligible, not that they were on the payroll.

Mayberry (Foreign Language) related that the Language Lab had not been open for the first three weeks of the semester because no Work-Study students were available and asked about converting to some other kind of funding. Edwards replied that Work-Study funding was based on eligibility of students and not on the position.

Parkerson (History) asked if funds are lost if a student doesn't accept a job and Edwards noted that this year second and third notices are being sent to students so that funds will not be lost. Hough (Faculty Assembly) asked about the fiscal year and was told the money reverted as of June 30.

Kares (Academic Library Services) inquired if statistics were available about numbers of students who had not returned to school or had left because of difficulty getting financial aid. Edwards responded that no hard data were available, but common sense would say this year had seen more students with

Work-Study Student Financial Aid, Continued...

problems. Approximately 800 fee deferments were given at the beginning of the semester because of delays caused by the cumbersome paperwork process now being required. Last year there were 500 deferments.

Haritun (Faculty Assembly) asked if there was still a chance the Music Lab positions might be filled by eligible students who were not yet working, and Edwards replied affirmatively.

Agenda Item IV. Unfinished Business

None

Agenda Item V. A. Curriculum Committee

Committee Chair Grossnickle stated the Senators had received the September 25 Committee Minutes with information about the revision of the B. S. Degree in Middle Grades Education. Terrell (Education) moved to accept and, upon second, the motion was carried on a voice vote. (Resolution #86-22)

Agenda Item V. B. Faculty Welfare Committee

Pat Dunn, Committee Chair, presented the 1985-86 salary study (See Agenda).

In reviewing the history of the salary study, Dunn stated that problems encountered in the past by the Committee have been getting access to information in a systematic way, presenting the information collected and in having no administrator charged with the specific responsibility. The Committee has been examining these aspects of the salary study:

- Who should prepare it?
- Who should receive it?
- What is the purpose and function of the study?
- What should be included?
- Who gets the credit?

She presented Committee recommendations on future salary studies:

1. The report will be annual and will include number, mean and standard deviation (SD) calculated by school or department for 9-month and 12-month faculty by rank (professor, associate professor, assistant professor, instructor, lecturer, other), gender, and doctorate/non-doctorate. The names of faculty plus or minus 1 SD from the mean will be identified for department chairs.
2. The report will be annual and will include number, mean and standard deviation (SD) calculated by the entire academic faculty of the University for 9-and 12-month faculty by rank (professor, associate professor, assistant professor, instructor, lecturer, other), gender and doctorate/non-doctorate. The names of faculty plus or minus 1 SD will not be identified in this listing.
3. T-tests for gender differences will be run for the University as a whole, controlling for rank and terminal degree.
4. Each department chair will receive a copy of the information specified in items 1 through 3 above.
5. The data base will not include those who have administrative appointments.
6. The information is to be used by chairs as one of many tools in making salary determinations.

Salary Study, Continued...

7. A list of all University faculty and salaries will be on file annually in the Faculty Senate Office.
8. The Office of Institutional Research will compile the data.

Lengthy discussion followed. Longhill (Business) asked if the study included the professional schools and Dunn explained it did not include the School of Medicine. Thomas (Allied Health) asked why multiple regression was not included. Dunn said in the past too much information had made the whole study too confusing but that it could be included at another time.

Joyce (Physics) inquired why those who were plus or minus 1 SD were identified by name and Dunn replied that this information would go only to department chairs and would just "flag" the person so that the chair could scrutinize the reasons for the deviation.

Dean Ryan commented this was the first time information about plus 1 SD was given and asked if it would continue to be included. Dunn stated the Committee felt that those who fell above the mean as well as those below should be identified and the information would be given to department chairs.

Spickerman (Math) questioned the use of plus or minus 1 SD as opposed to another figure. Schellenberger (Business) expressed the concern that in small departments the information might be misinterpreted. Dunn said this was certainly possible as with any statistical data but the information was needed and chairs would have to interpret the data they received.

Thomas (Allied Health) asked if the Committee planned to study further such things as the difference between 9 and 12-month salaries, the big standard deviation at the full professor rank and gender differences. Dunn said that would be a legitimate task for the Committee. Parkerson (History) said he would urge the Committee to include multiple regression analysis to help correct for some of the variables.

Dean Ryan asked if it was implicit in committee recommendations that there should be a very narrow range of salaries and Dunn replied that flagging plus or minus 1 SD would simply alert chairs to look at the reasons for the difference. Vice Chancellor Volpe noted that minus 1 SD probably was because of faculty new in that rank or that it reflected performance factors; plus or minus 1 SD had probably been selected as the cutoff because it had been used as the benchmark in past court cases.

Rodabaugh (Continuing Education) moved the Faculty Welfare Committee recommendations be accepted. The motion was seconded and passed on a voice vote with one dissension. (Resolution #86-23) (For additional faculty comment, see Attachment 2)

Agenda Item VI. A. Reserved Parking for Wright Auditorium Performances

Hedges (Psychology) moved that parking lots not be closed to faculty teaching night classes on the nights of performances in Wright Auditorium.

Schellenberger (Business) said faculty who had paid for parking in the private lot were concerned they would not have a place available when they worked at night. Vice Chancellor Volpe replied that the lot would not be barricaded but that faculty would have to compete for parking with the public and might have to look for a parking places elsewhere. Woodside (Math) said some faculty with private stickers who could not park in that lot during Summer Theatre matinee performances parked elsewhere on campus and were ticketed. Vice-Chancellor Meyer said they should not have been ticketed and should contact Joe Calder.

Reserved Parking, Continued...

Rees (Theatre Arts) commented there was a lot of misinformation circulating about how the system would work. Rudolph Alexander, Director of University Unions, said the parking suggestion came from a faculty-student-public committee. The lots in question are not to be barricaded as such, but are to have "cones" placed at the lot entrance to discourage parking. Any cars already parked will not be ticketed. The idea is just to make parking more accessible to the general public whose support is needed for the concert series. Vice-Chancellor Volpe commented that tonight (Oct. 21) would be the first time the parking system was used and we could see how it works.

Woodside (Math), speaking as a member of the Parking and Traffic Committee, expressed the concern of the Committee that they had not been consulted before the plan was announced. He reminded the Senate that some of the parking lots included were student lots and asked where the night students would park. South (English) stated that students walking a long distance to their cars at night might present a safety problem and Steele (Home Economics) said she was concerned about female students in night classes.

Senate Chair Wilson declared the motion moot in light of the discussion which showed the lots would not be closed to parking by faculty with night classes.

Rees (Theatre Arts) said the private parking lot had been opened to the general public at about 7 p.m. on nights of performances in McGinnis and it had not presented any big problems.

Schellenberger (Business) said the faculty only wished to be sure that if they could not get into the private lot they could park elsewhere without being ticketed. Everett (Nursing) reminded the Senate that the SGA provides an escort service (Pirate Walk) for female students and faculty walking at night.

Wilson commented ECU does have a long-standing parking problem which will continue to be a problem.

There being no other business, the meeting was adjourned at 4:00 p.m.

Respectfully submitted,

*Madge Chamness*

Madge Chamness  
Secretary of the Faculty Senate

*Sharon Bland*

Sharon Bland  
Secretary to the Faculty Senate

Resolutions adopted by the Senate:

- #86-22 Curriculum Committee Minutes of September 25, 1986, including a revision in the B. S. Degree in Middle Grades Education
- #86-23 Recommendations of the Faculty Welfare Committee Regarding the Faculty Salary Study

WORK-STUDY POSITION REQUEST AND FILLED POSITIONS  
AS OF OCTOBER 23, 1986

<u>School</u>	<u>Number Requested</u>	<u>Number Hired</u>	<u>Percentage Filled</u>
Arts & Sciences	160	70	44%
School of Allied Health Sciences	16	3	19%
School of Art	13	10	78%
School of Business	13	4	31%
School of Education	10	0	0%
School of Home Economics	12	0	0%
School of Medicine	62	3	5%
School of Music	60	7	12%
School of Nursing	10	4	40%
School of Social Work			
School of Technology	<u>21</u>	<u>4</u>	<u>19%</u>
	377 (50%)	105 (60%)	

TO : Members of the Faculty Senate  
 FROM: Dr. R. J. Hursey, Jr., Assoc. Prof. Mathematics *Bob Hursey*  
 RE : Data contained in the proposed Faculty Salary Survey as produced by  
 Institutional Research

DATE: 10/21/86

Having now had an opportunity to consider the proposed Faculty Salary Survey as conducted by Institutional Research, I would like to make a couple of suggestions:

(1) When T-testing (by rank and sex), I suggest that it should be further subdivided by degree. I do not find it shocking that there may well be a statistically significant difference between the salaries of two individuals, one who has a terminal degree and one who does not. In general, the differences between an apple and an orange will probably be considered statistically significant.

(2) I fail to find any reference to the multiple regression on faculty salaries which was a part of the "old Faculty Welfare Salary Study: that regression provided one's expected salary as a function of several variables, including one's rank, sex, number of years at ECU, number of years in rank, and degree. ~~Understanding~~ Understanding that faculty salaries are hardly scientific-type data, it is my opinion that the multiple regression did an excellent job of explaining the observed differences in salaries. Its use, as I recommended it, was to confirm (or not to confirm) as low those salaries <sup>that</sup> had been flagged as low (by being more than one standard deviation below their appropriate means; a second measure of salaries, a means of verifying a judgement made by a different measure. The regression also revealed some interesting information about the variables in the regression; e.g., the regression has revealed that years at ECU is a negative factor in determining one's salary; that sex of an individual did make some difference (which was most probably not statistically significant); that one's rank was the most important variable in the regression; etc.

In short, I think the multiple salary regression provides important data and should be retained in the Salary Study.

The obvious problem with turning the study over to Institutional Research is that we, the faculty, will lose a degree of control over the survey and the information produced. I feel confident that much of the information that has been made available to faculty will no longer be available. I personally suffer more frequently from the lack of information than from too much.

*(Please consider the "terminal")*