

EAST CAROLINA UNIVERSITY FACULTY SENATE
MINUTES OF APRIL 17, 1990

The eighth regular meeting of the Faculty Senate for the academic year 1989-1990 was held Tuesday, April 17, 1990, in Mendenhall Student Center, Room 244.

Absent were: Vice Chancellor Matthews, Patton (Aerospace), Givens (Allied Health Sciences), Satterfield (Art), Singhas (Biology), Sykes (Continuing Education), Holte (English), Cunningham and Pories (Medicine), and Donohue (Theatre Arts).

Alternates present were: Harrington for Terrell (Education), Memory for Jarvis (Music), and Horns for Spickerman (Nursing).

Agenda Item I. Call to Order

Chair Jim Joyce called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of the Minutes of March 20, 1990

The minutes were declared approved as written.

Agenda Item III. Special Order of the Day

B. Announcements, Jim Joyce, Chair

1. Joyce gave special recognition to the Senators who will not be serving next year.
2. The Chancellor has approved Senate Resolutions: #90-31, #90-32, and #90-33
3. Bob Schellenberger, Chair of the Educational Policies and Planning Committee, will petition the Senate to hear a committee report today.
4. Ernie Schwarz has been granted speaking privileges during today's meeting.
5. In February, the Faculty Senate, along with the Chancellor, passed Resolution #90-20, #90-23, and #90-25, revising two academic committees and structuring one new committee. Therefore an editorial change needs to be made to Appendix A, Section V. of the By-Laws (Page A-12) updating the list of Academic Committees. The first paragraph should read as follows:

Currently there are two Faculty Senate committees, the Agenda Committee and the Committee on Committees; three appellate committees, the Due Process Committee, the Hearing Committee, and the Reconsideration Committee; and 21 academic committees as follows: Admissions & Recruitment Committee, Calendar Committee, Career Education Committee, Continuing Education Committee, Course Drop Appeals Committee, Credits Committee, Curriculum Committee, Educational Policies and Planning Committee, Faculty Affairs Committee, Faculty Computer Committee, Faculty Governance Committee, Faculty Welfare Committee, General College Committee, Libraries Committee, Readmission Appeals Committee, Research/Creative Activity Committee, Student Retention Committee, Student Scholarships, Fellowships, and Financial Aid Committee, Teaching Effectiveness Committee, Teaching Grants Committee, and Unit Code Screening Committee.

C. Chancellor's Report

Chancellor Richard Eakin reported to the Senate regarding the State's \$400 million revenue shortfall and its impact on ECU. According to the Chancellor, the fourth quarter funding allotment is reduced by over \$4 million, which is 11.3 percent less than estimated needs for the remainder of the fiscal year. He reported on the cost containment measures enacted since January which included: a freeze on hiring (with few exceptions), limitations on travel, a five percent cut in departmental operating budgets, energy conservation efforts, and the formation of an advisory committee to make recommendations for cost reductions. Given the severity of the state budget situation, the Chancellor announced the following additional measures for reducing expenditures for the remainder of this quarter:

1. A compete hiring freeze for all state-funded, non-faculty positions (temporary, permanent, and student) until July 1, 1990. Searches currently underway may continue, but no new employees may begin employment prior to July 1, 1990. However, all prior commitments will be honored.

2. All purchase orders including travel requests will require the approval of the divisional Vice Chancellor prior to submission to Purchasing. Department heads should consider all requests to purchase as likely claims against the 1990-91 budget.
3. All outstanding purchase commitments for equipment will be reviewed by the Vice Chancellors to determine status and need for possible cancellation.
4. Employees may be offered the opportunity to take voluntary leaves of absence without pay but with benefits intact.
5. The University administration is surveying employee interest in an energy and cost-saving, modified summer work schedule, one which could be put in place effective May 14 and would provide for office hours from 7:30 am to 5:00 pm with a one-half hour lunch break on Monday through Thursday, and 7:30 am to 11:30 am on Friday.

The Chancellor commented that the problems being faced are derived from an overly optimistic projection of the rate of revenue growth and that, while this optimism is problematic now, there were few in higher education and state government who were critical of the revenue estimates when the state budget was approved. He elaborated that the financial problems are very likely to extend through fiscal year 1991, but that these problems are short-term problems and will be resolved. He remarked that the University's recent planning efforts have given us an even clearer sense of direction and purpose, and that the State's temporary budget problem should not alter our course.

Several Senators questioned the Chancellor regarding different aspects of the current budget situation. The Chancellor's responding comments included:

1. There have been no directions from General Administration regarding salaries for next year. He anticipates that the salary package approved last year will be reviewed.
2. No additional cuts in departmental operating budgets are anticipated for the remainder of the fiscal year; however, all equipment, travel and operating budgets are being reviewed.
3. Although there is a hiring freeze in effect until July 1, the appropriate Dean should be consulted, if the classroom/laboratory situation is difficult to maintain without student employees.
4. Although the Joyner Library project has been postponed, ECU will continue to work through the political process to make the library building project a first priority.
5. ECU, along with NC State, may be in a worse financial situation than other UNC system schools. This is due in part to a decrease in out-of-state enrollment.

D. Vice Chancellors' Reports

Dr. Marlene Springer, Vice Chancellor for Academic Affairs reviewed some of the changes made during this academic year in Academic Affairs:

1. Salary increases were based on merit recommendations rather than across the board raises.
2. The administration survey is being reviewed and consideration is being given to possible revision.
3. More budget responsibility has been placed with the Dean of Arts and Sciences.
4. The Dean is studying positive steps to fill positions with full-time rather than part-time faculty.
5. Employment policies will change to preclude hiring full time faculty with only bachelor's degrees, to hire "all-but-doctorate" faculty at the Instructor level only, and to hire at Associate level only in such cases where market demands dictate such a move.
6. The budget for the Admissions Office has been transferred directly to Academic Affairs. With the help of the Chancellor, the admissions staff has been increased which should enhance recruitment efforts.
7. More flexibility has been allowed for students to drop or add courses for reasons other than academic. If the student presents a good reason (work schedule, commuting schedule, day care, etc.) he/she will be allowed to change his/her class schedule, with the recommendation from his/her advisor.

8. Funds were switched from undergraduate recruiting to graduate recruiting. Dean Diane Jacobs is currently developing a recruitment program.
9. The supervision of Caswell Center has been moved from the School of Education to the Graduate School. This will give the Graduate School more oversight responsibility for grants and contracts that are central for the operation of the center.
10. \$40,000 of enrollment increase funds were set aside for equipment money. The Science Department Chairs decided that these funds would go to the Department of Geology to meet their severe equipment needs.
11. More money has been put into funding of research grants, teaching effectiveness grants, and summer grants than in the past.
12. Commitment to the Honors Program has been increased and Dr. David Sanders has been asked to consider a program which will mainstream the honors course in the regular curriculum.
13. Support to Cooperative Education has been increased by providing a state funded position. Additional positions must be funded through grants.
14. Units have been asked to request external evaluations as part of personnel actions regarding promotion and tenure. Dr. Doug McMillan is collecting data in this regard for review.
15. The Admissions Committee is reviewing the policy which states that a person under the age of 16 cannot enroll in the University.
16. The Center for International Studies has been established. Dr. Gene Ryan has been named the director.
17. The procedure for allocating merit salary increases is being reviewed. This is an attempt to establish a clear connection between the annual evaluation and progress toward promotion and/or tenure.
18. Dr. David Watkins is now serving as Acting Associate Dean in the School of Education. In this role he will help coordinate the NCATE process.
19. A summer stipend research program for the School of Business has been approved and will be implemented.
20. Annual faculty evaluations for 1989-1990 have been requested from Deans and Directors.
21. A policy allowing negotiations for up to three years for tenure of new hires at the Assistant Professor level has been instituted. These will be reviewed individually and the expected date for application for tenure will be put in writing. This date is non-negotiable once approved.
22. The annual teaching excellence awards have been increased to \$1,000.
23. The stipend has been increased from \$50 to \$75 for supervising student teachers in the public schools.
24. The financial support of the Teaching Fellows program has been increased.
25. Dr. Darryl Davis has been appointed the Dean of the School of Industry and Technology.
26. The Drivers Education degree program is being redefined as a certification program.
27. Dr. Ken Marks has been employed as Director of Academic Library Services effective May 1.
28. A task force has been established to study nontraditional students and to consider revising policies to better meet the needs of these students.

E. Southern Association Accreditation Progress Report

Dr. James LeRoy Smith, SACS Self-Study Director, reported to the Senate that the SACS Self-Study Steering Committee had met for the second time on April 9th. The committee gave tentative approval to the list of working committee members and the working committee charges. By the end of July, the Steering Committee will have approved "The 1990-92 East Carolina University SACS Self-Study Proposal." This proposal will guide the SACS self-study activities during 1990-91.

During 1990-91, each department and program area, as well as most other ECU offices, will write a self-study report. These reports will be comprised of responses to a university questionnaire based on SACS requirements; proposals to overcome any shortfalls will be included. These will be due in November.

Thereafter, the SACS working committees will utilize these self-study reports in drafting their reports due April 1st. The complete self-study will be compiled over the summer of 1991 for approval in the fall.

F. National Council for Accreditation of Teacher Education Process

Dr. Charles Coble, Dean of the School of Education reported that the School of Education will be involved in a NCATE and State Department of Public Instruction Accreditation review on March 3-6, 1991. He elaborated that NCATE accreditation is a requirement for certification approval by the State Department of Public Instruction. Accreditation is also required by the Board of Governors. This process is a campus-wide endeavor and therefore the support of the entire faculty is vital. He reviewed the recommendations of the Board of Governors task force which have impacted on the Teacher Education Program. In this regard, many changes have been proposed that place the Teacher Education Program in compliance with these recommendations. Dr. Coble thanked the many faculty who have been involved in these endeavors. Lastly, he provided a historical review of the development of the Teaching Fellows Program. Three years ago North Carolina funded a major program to support undergraduates who wished to enter Teacher Education programs. These eligible students have received \$5,000 a year for up to four years to pursue a teaching degree. The Chancellor and Vice Chancellor made a commitment to strengthen this program by allowing the School of Education to hire a full time director, Dr. Ronnie Van Sant from the English Department, to coordinate the Teaching Fellows Program activities.

G. Teaching Fellows Program

Dr. Ronnie Van Sant, Director of the Teaching Fellows Program reported that the program had undergone an evaluation visit on April 9 by the State Commission. She reviewed the past and present teacher situation in North Carolina and the development of the Teaching Fellows Program in 1986 to alleviate the shortage of qualified teachers. Each qualified participant receives a \$5,000 per year scholarship loan for up to four years, which is paid back by teaching one year in North Carolina school for each year the scholarship is received. The fellows attend regular seminars, campus cultural events, and participate in additional in-school experiences. They also must commit their summers to the Teaching Fellows program for travel and internships. Two of the Teaching Fellows, Calvin Braxton and Jennifer Gibbs, presented their personal insights on the program.

H. Parking and Traffic Committee

Dr. Henry Ferrell (History), Chair of the Parking and Traffic Committee, reported that in December 1989, Vice Chancellor Brown reorganized the Committee into the Parking Policy Committee. This has allowed the Committee to deal more actively with parking policies. He reported that parking on campus has moved to a zone concept so that there are fewer areas where different types of parking are allowed. This has reduced the amount of traffic in most areas. Additionally, the Committee has reviewed all requests and/or complaints to consider alternatives to the current parking situation on campus.

Parkerson (History) questioned if the Committee had considered strategies to handle the problems of student parking on city streets in the Tar River area. Ferrell responded that it was hard to force students to purchase parking stickers. He indicated that the Committee had discussed the idea of coordinating the campus and the city transportation systems. Additionally, the Committee has discussed the parking of state vehicles in a central location.

I. Faculty Marshals

Dr. Carl Adler (Physics), Chief Faculty Marshal, presented the recommendation on the composition of Faculty Marshals (see Agenda, Attachment 1). The recommendation was approved. (Resolution #90-34)

Agenda Item IV. Unfinished Business

There was no unfinished business.

Agenda Item V. Report of Committees

A. Committee on Committees

Dan Hines (Business), Chair of the Committee on Committees, presented the second reading of

the proposed changes to be recommended to the Chancellor concerning the charge of the University Athletic Committee. (A copy of the amended proposed changes was sent to all Senators prior to the meeting.) Ernest Schwarz (HPERS) spoke against the proposed changes. He recommended that the quorum consist of five members of the committee, appointed or elected. He elaborated that, in the past, a quorum was often difficult to achieve with the committee. He suggested that specifying that three must be from the elected members would make this even more difficult. Schwarz also spoke against the election of a Chair. He stated that, in order to benefit the committee, the Chair should be the member with the most knowledge of athletics.

Wilson (Sociology) made a motion to amend the charge of the University Athletic Committee to include the following changes:

1. Modify "Section 4.A. Committee Functions" by adding: After reviewing the necessary records, the Academic Review Subcommittee, composed of the faculty members on the committee, will report on the academic quality of the athletic programs.
2. Modify Section 4.B. To Whom The Committee Reports" by adding: The Committee makes recommendations concerning academic policies that impact the academic integrity of the athletic programs to the Faculty Senate. The Academic Review Subcommittee will report its evaluation of the academic integrity of the athletic programs to the Chancellor and to the Faculty Senate.
3. Modify "Section 4.C. How Often The Committee Reports" by adding: The Academic Review Subcommittee will report to the Chancellor and the Faculty Senate each Fall.
4. Modify "Section 4.D. Power Of The Committee To Act" by adding: The Committee makes recommendations concerning academic policies and procedures that impact the academic quality of the athletic program to the Faculty Senate.

The amendment was approved.

Woodside (Math) made a motion to amend the charge of the Committee to change the student membership to two students, one being the President of the Student Government Association and the other appointed by the SGA. Both students would hold ex-officio status without vote. Ferrante (Counseling Center) made a motion to amend the amendment to specify that student appointed by the SGA should be a student-athlete.

The motion to amend the amendment passed. There being no further discussion, the motion to amend the charge of the Committee was considered and approved.

Joyce informed the Senate that the Chancellor has agreed to accept the membership of the University Athletic Committee and therefore the members will be elected at the April 18, 1990, Senate meeting. Woodside (Math) questioned the membership terms stated in the "Initial Implementation" section of the proposed changes. He suggested that an editorial correction be made specifying that, although initially two elected members and two appointed members will serve a two-year term, the usual membership term is three years. There was no opposition to the editorial change. The charge of the University Athletic Committee as twice amended was approved. (Resolution #90-35)

B. Faculty Governance Committee

Gene Hughes (Business), Chair of the Faculty Governance Committee, presented the second reading of a proposed amendment to Appendix A regarding the method of election of the Faculty Senate (see March 20, 1990, Senate Agenda, Attachment 3). The amendment to Appendix A was approved. (Resolution #90-36)

After the Senators voted to suspend the rules, Hughes presented the following Faculty Governance resolution:

RESOLVED: That an Ad-Hoc Committee, appointed by the Chair of the Faculty, review the University Implementation Plans as they relate to existing faculty procedures, personnel policies and practices, the University Code and Unit Codes, and other pertinent University policies affecting Faculty status, rank, and professional responsibilities. The Ad-Hoc Review Committee shall consult with appropriate University officials, Faculty Senate Committee Chairpersons, and other persons deemed appropriate in order to report with its recommendations to the Faculty Senate on the above cited concerns.

The Ad-Hoc Review Committee shall begin work immediately and report to the first regularly scheduled Faculty Senate meeting in the Fall session of 1990.

Hughes reported that the Committee is concerned about the status of faculty governance in relation to the strategic planning process and the University Implementation Plans. The Committee sees the role of the Ad-Hoc Review Committee as an essential proactive strategy. The Committee would identify potential problems and keep the Senate informed of such problems as they exist. Springer spoke in support of the need for the Committee not only to identify problems/potential problems and to report these, but also to design resolution strategies to deal with the problems. Hughes responded that resolution strategies would be part of the recommendation to the Senate. Schellenberger (Business) spoke in support of the resolution and identified his concern with the timing of the implementation plans. The resolution was approved. (Resolution #90-37)

C. Unit Code Screening Committee

Don Sexauer (Art), Chair of the Unit Code Screening Committee presented the Committee's recommendation that the School of Business Unit Code be approved. The recommendation passed. (A copy of the School of Business Unit Code is available in the Faculty Senate Office.) (Resolution #90-38)

D. Faculty Affairs Committee

Carlton Heckrotte (Biology), Chair of the Faculty Affairs Committee, presented a draft of the Racial and Ethnic Harassment Policy, draft of the Sexual Harassment Policy, and a recommendation for developing implementation procedures for both policies for endorsement. According to Heckrotte, the Faculty Affairs Committee will develop the implementation procedures for both policies and will hold open hearings for input from the faculty. Joyce reported that he had received a communication from Marie Farr (English) who could not attend the Senate meeting. He read Farr's letter which urged the Senate to send both policies back to the Faculty Affairs Committee for further consideration in cooperation with the original committees who designed the policies.

Woodside (Math) commented that he disagreed with the concept that the Senate should direct the Committee to consult with other committees. Sexauer (Art) expressed concern regarding Section III. f. of the draft of the Sexual Harassment Policy, stating that the language "will be" is too strong for the document. Wilson (Sociology) responded to Woodside's comments, agreeing that a committee has the right to ask for information or not. Wilson (Sociology) supported Farr's idea that the original committees should be consulted. White (HPERS) agreed with Wilson and recommended that the Faculty Affairs Committee and the two original committees should meet together and establish some type of consensus regarding the policies. Bailey (Philosophy) reported that the changes that had occurred in the policies resulted from careful study and court related decisions. He reaffirmed the need for open hearings to be held so that all faculty could be involved in revising the policies and development of the implementation procedures. Vice Chancellor Springer spoke in support of the Faculty Affairs Committee joining forces with the other original committees. Additionally, she identified a major flaw with the draft of the Sexual Harassment Policy in that it defines sexual harassment only in a situation where there is some reward. Grove (Home Economics) asked for the committee's rationale for the information in parentheses relating to the draft of the Sexual Harassment Policy, section III. f. and questioned if the Committee had considered using the terminology gender and sexual preference rather than sexual harassment/discrimination based on an individual's sex. Yarbrough (Political Science) made a motion to return both draft policies to the Faculty Affairs Committee, with instruction to the Committee to submit final drafts of both policies with implementation plans to the Senate during the 1990-91 academic year. Wilson (Sociology) amended the motion to include a suggestion that the Faculty Affairs Committee consult with the two original committees prior to preparing the final drafts. The amendment was approved. The main motion as amended was passed. (Resolution #90-39)

E. Curriculum Committee

Bill Grossnickle (Psychology), Chair of the Curriculum Committee, moved the adoption of the recommendations in the March 22, March 29, and April 5, 1990, minutes of the Curriculum Committee. The Senate adopted the recommendations. (Resolution #90-40)

F. Educational Policies and Planning Committee

After the Senate voted to suspend the rules, Bob Schellenberger (Business), Chair of the Educational Policies and Planning Committee, reported that the committee had been asked to review, as a part of its charge, the implementation plans and new programs. The Committee met in April to consider the proposal for the Ed.D. program. After noting the short time frame involved, the Committee decided not to take action on the proposal. Schellenberger elaborated that in the future, adequate time should be allowed for review of proposals and implementation plans that potentially have a big impact on the University.

Agenda Item VI. New Business

A. Ad-Hoc Committee to Evaluate Faculty Governance

Joyce (Physics) presented a recommendation for the appointment of an ad-hoc committee charged with the responsibility for identifying and resolving problems relating to faculty governance (see Senate Agenda, Attachment 2). Hughes (Business) offered a friendly amendment to add "...review of the purpose, structure, and function..." within the "Charge" statement. The recommendation was approved. (Resolution #90-41)

B. Motion to the Credits Committee

George Bailey (Philosophy), presented a motion to the Credits Committee regarding the University's policy on transfer credit (see Senate Agenda, Attachment 3). Jones (English) offered the following friendly amendment:..."recommending the revision of the University's policy on transfer credit to permit the transfer of courses in which students have been previously enrolled at ECU..."

Parkerson (History), Kruger (Industry and Technology), and Spickerman (Math) spoke against the motion, stating that students would use the policy as a strategy to beat the system. It was suggested that if students were not doing well in courses they would drop them and take them at another University. Anderson (Education) spoke in favor of the motion noting that she hoped the Committee would recommend a policy that would be more considerate of student needs. The resolution passed by a division of the house: 19-6. (Resolution #90-42)

There being no further new business, Chair Joyce adjourned the meeting at 5:15 p.m.

Respectfully submitted,

Belinda Lee

Belinda Lee

Faculty Senate Secretary

Lori Lee

Lori Lee

Faculty Senate Office Secretary

<u>RESOLUTION #</u>	<u>TITLE</u>	<u>DISPOSITION</u>
#90-34	Composition of the Faculty Marshals	Chancellor
#90-35	University Athletic Charge as twice amended	Chancellor
#90-36	Amendment to Appendix A regarding the method of election of the Faculty Senate	Chancellor
#90-37	Ad-Hoc Review Committee established to review the University Implementation Plans	N/A
#90-38	School of Business Unit Code	Chancellor
#90-39	Return the draft of the Racial and Ethnic Harassment Policy and the draft of the Sexual Harassment Policy to the Committee with additional instructions to consult with the two original committees prior to preparing final drafts.	Fac. Affairs Comm
#90-40	Curriculum Committee Report on Minutes of March 22, March 29, and April 5, 1990.	Chancellor
#90-41	Ad-Hoc Committee to evaluate faculty governance	N/A
#90-42	That the Credits Committee consider recommending the revision of the University's policy on transfer credit to permit the transfer of courses in which students have been previously enrolled at ECU.	Credits Committee