

**EAST CAROLINA UNIVERSITY FACULTY SENATE
MINUTES OF SEPTEMBER 10, 1991**

The first regular meeting of the Faculty Senate for the academic year 1991-1992 was held on Tuesday, September 10, 1991 in the Great Room of the Mendenhall Student Center.

Agenda Item I. Call to Order

Chair John Moskop called the meeting to order at 2:10 p.m.

Agenda Item II. Approval of Minutes

Minutes of April 16, April 17, 1991, and June 20, 1991, were approved as written.

Agenda Item III. Special Order of the Day

A. Roll Call

Alternates present were: Nullet for Hankins (Geography), Glascoff for Capen (Business), Boyce for Donnalley (Library & Information Studies), Everett for Engelke (Nursing).

B. Announcements

1. Resolutions #91-25, #91-26, and #91-31 from the Spring Semester have been approved by the Chancellor.
2. Special thanks to the following Alternate Senators serving as Tellers today:
Ellen Campbell, Economics Bob Edmiston, Art
Elizabeth Knott, Education Bob Muzzarelli, Allied Hlth.
3. Materials must be received by Thursday, October 31, 1991, to the University Curriculum Committee to be included in the upcoming 1992-1994 Undergraduate Catalog.
4. Copies of the revised Curriculum Course Proposal Form is available in the Faculty Senate Office.
5. Thanks is expressed to Kim Watkins, from the School of Business Computing Services, for an job well done on the new Senator place cards.
6. The following faculty have agreed to fill unexpired academic committee terms:
Patricia Anderson, Education....Faculty Affairs Committee (regular)
Alexander Skutlartz, Physics....Faculty Affairs Committee (alternate)
Karl Wuensch, Psychology.....Faculty Computer Committee
Ted Gartman, Social Work.....Curriculum Committee
John Richards, Education.....Curriculum Committee
Mary Susan Templeton, Allied Health.....Continuing Education Comm.
7. Please be reminded that open hearings to discuss the revised Appendix D and Appendix L are scheduled for the following days. In order for the Committee to effectively manage the many expected comments, please provide the Committee with a copy of your comments at the meeting(s).
 Wednesday, September 18, 1991, 6:00 p.m. in Mendenhall Great Room
 Thursday, September 19, 1991, 1:30 p.m. in Blue Auditorium/Brody
 Friday, September 20, 1991, 1:30 p.m. in Mendenhall Great Room
8. Below is a list of video tapes of past faculty workshops available for viewing through the Faculty Senate Office.
 1. Dr. Joseph Lowman, UNC-Chapel Hill February 18-19, 1987
 "Emulating the Expert Teacher"
 "Interpersonal Dynamics of the College Classroom"
 2. Dr. Theodore Wagner, Miami University February 19, 1988
 "The Spectrum of Faculty Evaluation"
 "Models of Faculty Development"
 3. Dr. Harvey Brightman, Georgia State University March 17, 1989
 "Teaching Students in Ways They Learn Best"
 "Multiple Paths to Excellence"
 4. Dr. Howard Pollio, University of Tennessee-Knoxville March 14, 1990
 "Trying to Make Sense of College Grades"

C. Chancellor's Report

On September 3, Marvin K. Dorman, Jr., State Budget Officer wrote the state agencies notifying the University that the state hiring freeze was no longer in effect. In the same memo, he noted the establishment of a 150 million dollar state-wide reserve that was to be applied to a revenue shortfall for unforeseen events that may require the outlay of additional state funds. What this means to ECU is: (1) Decisions for which vacant positions may be filled are now local, ECU decisions. No longer will ECU be required to obtain the approval of the Office of State Budget and Management to fill vacancies. This will reduce the paper-work and should permit ECU to fill critical vacancies more quickly. (2) The 150 million dollars of state-wide reserves will require ECU to curtail spending by 2.6 million dollars in the Academic Affairs budget and 1.8 million dollars in the Health Science budget. Inasmuch as savings of that magnitude are only possible via personnel cost saving, the state hiring freeze has been transferred to a hiring freeze at the local level. Presently, there are 136 vacant SPA positions, 16 vacant non-faculty EPA positions as well as uncommitted faculty positions. In order to save required amounts, we must maintain a considerable number of these vacancies. Vice Chancellor Brown and his staff are working to identify the amount we should target for personnel cost savings as well as operating cost. The financial plan for the current year includes \$335,000 for priority needs as identified in the strategic planning process, but which are being held in a contingency mode should it be necessary to reduce spending further. Only an improvement in the state's economy will relieve the continuing budget squeeze. If the economy begins to rebound later in this fiscal year, some of the budget restrictions may indeed be lifted.

Atkeson (History) raised questions pertaining to Appendix L of the Faculty Manual. He noted that Appendix L specifically exempts the positions of, among others, Vice Chancellor from the requirements for a Search Committee. Traditionally, since 1978, every Vice Chancellor vacancy has been filled as a result of a search until the recent appointment of the Vice Chancellor for Health Sciences. Further, "Appendix L" specifically requires a search for positions such as Deans. Recently the position of Dean of Undergraduate Studies was filled without a search. Atkeson's questions were: First, is it to be expected that in the future there will be no more search committees associated with filling Vice-Chancellor vacancies? Second, since "Appendix L" appears to have been ignored by the appointment of a Dean without a search committee, what is being done to correct this?

Chancellor Eakin responded that years ago it was decided that the Vice Chancellor of Health Sciences and Dean of the School of Medicine positions be separated and have two individuals occupy those positions. After about a year the Vice Chancellor for Health Science tendered his resignation. The Chancellor was faced with the issue of hiring another Vice Chancellor of Health Services, but the Chancellor chose to incorporate the two positions into a single position. The Chancellor stated he felt this was in keeping with the spirit of "Appendix L". The Chancellor indicated he would take each case individually and it was not his intention to have all positions selected without a search.

Related to 2nd question posed by Atkeson, the Chancellor responded that the Division of Academic Affairs has undergone substantial organizational restructuring. One change has been the separation of the job of Associate Vice Chancellor for Academic Affairs and the Dean of the General College (Undergraduate Studies). First, after the resignation of

the Associate Vice Chancellor for Academic Affairs and Dean of the General College, an Acting Dean of General College was named within the Administrative structure of the General College. Secondly, the Acting Dean had been appointed in the position of Associate Dean of the College following an internal search process. Three persons comprised the search committee and 4 persons were interviewed. An appointment was made from this pool effective January 1, 1987. Third, conversations were held between the Vice Chancellor of Academic Affairs and the Equal Employment Opportunity Officer of the University regarding filling those positions. Those conversations revealed: 1) the Affirmative Action plan of the University does permit the elevation of qualified persons to administrative positions without a search. 2) Internal candidates serving in an acting capacity in a position for which they are a candidate may be elevated to the position without a search. In this instance, the candidate for the Acting Dean had been selected as the Associate Dean in an appropriate search process.

In summary, the Chancellor stated, we perhaps should have seen that the Dean of the Undergraduate Studies came under the auspice of "Appendix L". Since the General College doesn't have a code, and since it has no precise and specific faculty constituents, it did not occur to us to let the regulations apply. In all cases in Academic Affairs where there is a unit code and faculty constituents, we are following those requirements. In order to bring closure to the position, during this time of the hiring process, and because we had a qualified person, and after we were sure we were not violating any codes, we named a person to fill this position.

The Chancellor stated he stood before the Faculty Senate chastised. His hope would be that we could all agree that if we have a person in this position who is performing well and has the respect of students and faculty, we could move forward as the situation exists.

D. Vice Chancellors' Report

Vice Chancellor Marlene Springer, Academic Affairs reported that a search is underway for the Director of Continuing Education and Summer School. The University College is being relocated physically so that the admissions functions of the University College will be located in the Office of Admissions. The advising functions will be located in the office of Undergraduate Studies. This will allow like tasks in like areas so that they can compliment each other. Bob Denny will be responsible for advising in the University College and other duties in Undergraduate Studies.

Professor Carl Adler is chairing a Committee to investigate the possibility of having a 4-year Honors Program and to mesh that carefully with units' and disciplines' specific honors programs so they are not in conflict.

Many good things have happened in relation to computers thanks to a great deal of cooperation with the Health Sciences and Business Affairs. Six model electronic teaching classrooms have been set up, which will allow faculty to utilize computing technology.

Ken Marks, Director of Academic Library Services has noted an increase in library usage. In the first two weeks of the semester, reference desk statistics are up 43%. Department of Archives and Manuscripts has experienced a substantial increase in research use in the first two weeks of the semester. The number of reference transactions, government documents, and N.C. Collection and Maps is 50% greater than the last Fall semester usage.

VCAA Springer introduced the Council of Academic Deans' representative to the Senate, Dr. Michael Dorsey, School of Art.

Vice Chancellor Hallock, Health Sciences had no formal report but was available for questions.

4.

Vice Chancellor Matthews, Student Life commented on the Counseling Center and the Student Recreation Center. In reference to the Counseling Center, two temporary employees have been hired and he is in the process of reorganizing this division in order to better meet the needs of the ECU students. Dr. David Emerling, Director of the newly created Division of Student Development, brings together orientation, counseling, career services, resident education, health promotion, and special population. Several new members have been added to the Division of Student Life: Dr. Doris Ward, Sara Shepherd, Dianne Burke, Jeanie Tomkalski, and Russ Federman.

Grossnickle (Psychology) asked if the new members to the Counseling Center were on tenure-track. Dr. Matthews responded that he and the Chancellor would be bringing to the Senate a recommendation on the matter at the next meeting.

VCSL Matthews continued his discussion regarding the Student Recreation Center, and provided reports on three areas: site, need, and student support. Following Dr. Matthews' remarks on the dimensions of the building Nancy Mize, Recreational Services, detailed the need for the center, giving statistics such as participating student percentages for 1990-91. The Past Student Government Association President, Allen Thomas discussed the student support for the Center. He stated that this program was initiated five years ago by students under the direction of the past SGA Vice-President Scott Thomas. Each year, the Student Government Association expressed its support for the Center.

Vice Chancellor Richard Brown, Business Affairs commented on the health insurance changes. The health insurance is a state-wide program, not just for East Carolina University. The rates are dictated by the legislature. The University is not allowed to contract independently with a private carrier. There has been an increase in the employee contribution for dependent coverage. Dick Farris, Director of Human Resources, explained in more detail about the changes in healthcare coverage.

E. Dave Hart, Director of Athletics

Dave Hart reported that East Carolina University is in the process of implementing the NCAA reform of last year. Some of these have been substantial in relation to follow through and paper trails. There will be reductions in the scholarships due to the reform movement. Football scholarships will be reduced over a period of a few years from 95 to 85. There will be a reduction of 3 scholarships in Basketball. Each of the departments are making progress in the area of student development. Hart indicated that he remained proud to be the Athletic Director at ECU and expressed appreciation to the faculty in the areas of academic counseling and weekend recruitment.

F. Ken Wilson, Faculty Assembly Report

Ken Wilson (Sociology/Anthropology) presented a summarized report on the April 19, 1991 meeting of the Faculty Assembly Report. The complete report is available in the Faculty Senate Office.

G. James LeRoy Smith, Director of Self Study for Southern Association of Colleges and Schools

James LeRoy Smith made reference to the SACS Newsletters distributed to all Senators and asked that each person share this information with others in their departments/schools.

IV. Unfinished Business

The recommended Racial and Ethnic Harassment Policy (Appendix W) and Grievance Procedures (Appendix X), originally planned for discussion and action at this meeting, will be postponed until the October 8, 1991, meeting in order that the Faculty Affairs Committee can review several revisions requested by the General Administration.

V. Report of Committees

A. Committee on Committees, Doug McMillan

Doug McMillan (English) offered the list of nominees for vacancies on the three Appellate Committees and briefly discussed the Committee's selection procedures. The election results are as follows:

Hearing Committee (3 year terms)

Regular Member Nominees	Number of Votes Received:
Henry Ferrell, History	20
Karen Baldwin, English	34*

Alternate Member Nominees

Ernie Marshall, Philosophy	33*
Henry Ferrell, History	25

*Karen Baldwin was elected to fill a 2 year term vacancy as a regular member. Ernie Marshall was elected to a 3 year term as an alternate member.

Due Process Committee (2 year terms)

Regular Member Nominees (1992 Term)	Number of Votes Received:
Rosina Chia, Psychology	39*
Bob Hanrahan, Medicine	16

Regular Member Nominees

(1993 Term)	
Martha Engelke, Nursing	29*
Christa Reiser, Sociology/Anthropology	32*
Bob Morrison, Chemistry	20
Larry Hough, Political Science	33*
Sam Pennington, Medicine	26
Mary Susan Templeton, Allied Health Sciences	18

Alternate Member Nominees

Richard Ray, Medicine	22	11	2
Tom Buttery, Education	30*	--	--
Frank Rabey, Medicine	22	14	10
Bob Hanrahan, Medicine	8	3	1
Bob Morrison, Chemistry	25	31*	--
Sam Pennington, Medicine	23	24	31*
Mary Susan Templeton, Allied Health Sciences	17	13	6

*Rosina Chia was elected to a 1 year term as a regular member. Martha Engelke, Christa Reiser, and Larry Hough were elected to 2 year terms as regular members. Tom Buttery, Bob Morrison, and Sam Pennington were elected to 2 year terms as alternate members.

Reconsideration Committee (3 year terms)

Regular Member Nominees	Number of Votes Received:
Shel Downes, Allied Health Sciences	21
Linda Rikard, HPERS	25*

Alternate Member Nominees:

Biruta Erdmann, Art	11
Susan McDaniel, Biology	35*

*Linda Rikard was elected to a 3 year term as a regular member. Susan McDaniel was elected to a 3 year term as an alternate member.

B. Faculty Affairs Committee, Henry Ferrell

Henry Ferrell (History) presented revisions of Appendix V: East Carolina University Sexual Harassment, Discrimination and Conflicts of Interest Policies. He made two editorial corrections: 1) Section VI. Education of Students, Staff and Faculty, add the words "or its successor" after "The Committee on the Status of Women" and 2) Section V. Grievances Against ECU Faculty Members or Administrators Holding Faculty Status, change "Appendix W" to "Appendix X".

Pories (Medicine) asked Irons (University Attorney) if the document was appropriate. Irons responded that he had reviewed it and found it legally sound.

Wilson (Sociology and Anthropology) inquired about the rationale for removing B-1 a. and b. from the original policy. Irons (University Attorney) responded that the concerns were already addressed in prohibiting the creation of a hostile environment (Section B-1, B. of revised document).

Singhas (Biology) asked if Graduate Teaching Assistants are considered part of the faculty or as students in this document. Ferrell responded that they were considered as students.

Atkeson (History) made the motion to approve the revised Appendix V: East Carolina University Sexual Harassment, Discrimination and Conflicts of Interest Policies. The motion passed. (Resolution #91-32)

C. Faculty Computer Committee, Karl Wuensch

Karl Wuensch (Psychology) offered the Draft of "Policy Statement on Evaluating Faculty Authored Computer Programs or Software" to initiate discussion and comments from the Senate. Discussion pertained to the criteria of whether the software would be listed on the Annual Report as teaching, research, creative activity, or service.

Sexauer (Art) asked if the evaluation of the software would be related to the function of the product or the creation of it. Wuensch responded that peer review generally involves evaluation of the utility of software. Chenier (Allied Health Sciences) stated that there was a large amount of software available; some contains new knowledge while others contain no new knowledge. Nowhere does new knowledge appear in the policy.

York (Academic Library Services) suggested a change in Section A, last line: change "image through service" to "level of service."

Graham (Psychology) said that if the faculty authored software is published, it should be treated as is other published research.

Sexauer (Art) asked if there is a reason the Faculty Computer Committee doesn't want to give credit for software as creative activity. Chenier (Allied Health Sciences) responded that software may have academic applications in addition to research.

Bruner (Social Work) suggested a change in Section A. 2. Research, delete the following: "...a part or result of research which is published, then the evaluation and credit should be under that category. Published research incorporating faculty authored software" and replace with "published, then it" (making that section only one sentence).

Grossnickle (Psychology) asked what the purpose of the document was. Joyce (Physics) responded that last year the Faculty Computer Committee was given the task of drafting a policy, because there were many questions concerning the placement of authored software on the Annual Report form.

Wuensch (Psychology) thanked the Senate for its input and stated that he would take all of the information back to his Committee and bring a final report back at a later date.

VI. New Business

At 4:31 p.m., Vice Chair Patricia Anderson (Education) assumed the Chair of the Faculty role. Moskop (Medicine) presented a resolution regarding Quadrennial Unit Program Evaluations (please refer to Resolution #91-33).

Atkeson (History) voiced concerns that SACS criteria does not address all areas of evaluation.

Glascoff (^{Business}~~IPERS~~) suggested an amendment to the last paragraph, adding the words "may be substituted" following "...SACS Self-Study...". The amendment passed.

After further discussion, the resolution passed. (Resolution #31-33)

Moskop resumed Chair of the Faculty role at 4:40 p.m.

With there being no further business, the meeting adjourned at 4:41 p.m.

Respectfully submitted,

Frances Eason

Frances Eason
Faculty Senate Secretary

Lori Lee

Lori Lee
Faculty Senate Office Secretary

RESOLUTION PASSED AT THE SEPTEMBER 10, 1991, FACULTY SENATE MEETING

#91-32 Approval of Appendix V. East Carolina University Sexual Harassment, Discrimination and Conflicts of Interest Policies. (A copy of the policy is located in the Faculty Senate Office.)
Disposition: Chancellor

#91-33 WHEREAS, Section C (1) of the East Carolina University Code (Appendix L of the Faculty Manual) states that each unit shall perform a program evaluation between every fourth and fifth year;

WHEREAS, the spring semester of 1992 would normally be the time for ECU code units to initiate procedures for conducting unit program evaluations during 1992-1993; and

WHEREAS, ECU code units have been and are continuing to perform program evaluations for strategic and operational planning and for the SACS Self-Study;

THEREFORE BE IT RESOLVED, that the Faculty Senate recommend to the Chancellor and to the Board of Trustees that the unit program evaluations now being performed for strategic and operational planning and for the SACS Self-Study may be substituted for the 1992-1993 unit program evaluations required by Appendix L.

Disposition: Chancellor