

PLEASE POST FOR ALL FACULTY TO READ

**EAST CAROLINA UNIVERSITY  
FULL MINUTES OF MARCH 3, 1992**

The Faculty Senate met in special session on Tuesday, March 3, 1992, at 2:10 in the Mendenhall Student Center Great Room.

Agenda Item I. Call to Order

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

Chair Moskop drew attention to the handout distributed to all Senators listing corrections to the Minutes of February 18, 1992:

On page 6 of the Full Minutes, move the second paragraph "The motion on the floor to amend page D-7, line 2 adding "who also must have faculty status" after "administrator" was approved." to page 5 as the sixth full paragraph. Then replace "was approved" with "failed" in this paragraph.

On page 3 of the Executive Minutes, delete the fourth paragraph that reads: "It was moved and passed to amend page D-7, line 2, by adding "who also must have faculty status" after "administrator".

These corrected minutes will be approved on March 17, 1992, at the regular Faculty Senate meeting.

Agenda Item II. Roll Call

Absent were: VCSL Matthews, George (Aerospace), Daugherty (Math), Bruner (Social Work)

Alternates Present were: Chodacki for York (Academic Library Services), Satterfield for Chamberlain (Art), Killingsworth for Meloche (Business), Denny for Sykes (Continuing Education), Campbell for DeJesus (Economics), Felts for White (HPERS), Markello for Pories (Medicine)

Agenda Item III. Special Order of the Day

Proposed revisions to Appendix D and Appendix L. (Please refer to the January 28, 1992, Faculty Senate Agenda for the proposed revisions to these appendices.)

The meeting began with discussion on Section III.C.4.c. (page D-9, lines 20-24). Following the last meeting of February 25, 1992, this section was amended to include an additional paragraph that read: "During the November meeting of the Faculty Senate, the Chancellor's Report is to include data reflecting the employment category of all faculty. For each department, the report will compare the current academic year to comparable data for previous ten academic years. Comparisons will be included that are based on simple count, percentages, and percent changes for the total and each category of employment. Reported changes will be addressed on the basis of the effect on educational quality and consistency with the above paragraph."

Dorsey (Council of Academic Deans) made a motion to substitute for Section IV.A. (page D-9, lines 31-33, first sentence) the following: "Faculty status and related matters are primarily a shared responsibility of the administration and the faculty; these areas include appointments, reappointments, promotions, and the granting of permanent tenure."

Sexauer (Art) questioned if Dorsey would accept an editorial amendment switching the word "faculty" and "administration" so that "faculty" comes



first in the sentence. Dorsey accepted.

Felts (HPERS) questioned if the word "primarily" needed to be included in this amendment.

Hough (Faculty Assembly Rep.) questioned that if this amendment is passed, will the title to the subsection need to be changed. Dorsey (Council of Academic Deans) responded that the spirit of the amendment reflects shared governance and it appears the paragraph relates to the responsibilities mentioned in the administrator's roles later on in the section (page D-9, line 45, page D-10, line 31, and on most of page D-11). Since this is the opening paragraph for this section it seems that this amendment would provide more clarity to unit administrator.

Hough (Faculty Assembly Rep.) stated that the unit administrator has a part in the role of permanently tenured faculty and it is noted on page D-10 and D-11. If it is going to be indicated in this opening paragraph that matters are primarily a shared responsibility of the faculty and administration, is the section entitled "Role of the Unit Administrator" needed since administrators are also permanently tenured faculty.

Hughes (Business) responded that initiation does begin with the faculty. The Vice Chancellor keeps a calendar for when faculty should be considered for various promotion and tenure actions. The review process does begin with the faculty. The emphasis in this case is on the role of the permanently tenured faculty. The permanently tenured faculty have primary responsibility. The assumption is that the administration cannot initiate actions unless they get through the faculty. It is obvious throughout the document that shared governance is not the case. The administration either concurs or not concurs with the recommendations of the faculty. Consequently that is not seen as shared governance, more like shared duty. The administrators only exercise their right to make decisions, not share governance.

Joyce (Physics) stated that the sentence being proposed to be replaced is a direct quote from AAUP and also exists in the SACS criteria. The purpose in putting this in the document was to make it clear to all agencies that those matters are primarily a faculty responsibility.

VCAA Springer questioned what "related matters" refers to in this section. That is an extremely general term which includes but does not exclude a lot of other areas. The amendment was made to show that administration should share the responsibility as well as faculty.

The motion to substitute for Section IV.A. (page D-9, lines 31-33, first sentence) the following: "Faculty status and related matters are primarily a shared responsibility of the faculty and the administration; these areas include appointments, reappointments, promotions, and the granting of permanent tenure." failed.

Reaves (Industry and Technology) introduced several proposed amendments to Section IV, A. and B. listed on a handout distributed to all senators. To clarify these proposed amendments, she moved to divide the amendments into two parts. Proposed amendments numbered 4, 5 (part 1), 6, 7 would allow tenured track faculty members to vote for members to the personnel committee and be eligible for election to the personnel committees. Proposed amendments numbered 3, 5 (part 2), and 8 would allow more faculty input in cases where there are fewer than three faculty members qualified to serve on a deliberative body. She then stated the importance to understand the scope of the proposed amendments. None of these amendments would place a single tenure-track faculty member on a single personnel committee. The changes would simply allow the unit



faculty to consider a tenure-track faculty member if they believed that the individual could contribute effectively to the work of the personnel committee. It is also important to note that there is no proposed amendment in the deliberative body make-up for matters pertaining to initial appointments with permanent tenure, reappointments of tenure-track faculty members, and the granting of permanent tenure.

Chair Moskop noted that the proposed #3 change pertains to a passage that has already been moved within the current document by the Faculty Governance Committee and listed on an earlier errata sheet. The passage is on Section IV.A. (page D-9, line 43) which was moved up to line 34 following "...deliberative bodies."

Reaves (Industry and Technology) accepted that correction and made a motion to amend Section IV.A. (page D-9, line 34) to read: "When a unit has fewer than three permanently tenured faculty members not holding administrative status, the next higher administrator above the unit level shall appoint permanently tenured faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenure track faculty of the unit." She then read statements from several faculty within her school.

Chenier (Allied Health Sciences) stated that in his school, five out of the seven departments that currently exist, have three or fewer tenured faculty and within each of the five departments, one of the tenured faculty within each department is also chair and thereby ineligible to serve on the personnel committee. Therefore, the next higher administrator would be required to appoint the person or persons to those committees. There are also two departments within his school that have only one tenured faculty member who is the chair. Therefore there are no tenured faculty members within those disciplines to serve on the personnel committee as it currently stands. There is great concern about allowing the next higher administrator to appoint anyone he or she sees fit to serve on that committee. Faculty themselves ought to put forward a list of candidates whom they believe are qualified to review that particular discipline.

Snow (Human Environmental Sciences) stated that the same sorts of problems exist within his school.

Stangohr (Health Sciences Library) stated that this amendment allows, in a case where outsiders are coming in, for all of the faculty within a unit to determine who will act in their best interest. As currently stated, the document reads that the administrator will consult with the permanent tenured faculty. In some cases, there are no permanently tenured faculty left to consult with, once the chair is removed.

Thompson (Political Science) requested an explanation to what is meant by "unit". Chenier (Allied Health Sciences) responded that his school does have departmental status within the code unit itself. Therefore, as Appendix D stands now, each department must generate their own personnel committee, and that is what would cause problems.

Taggart (Music) stated that his school's situation is similar to the School of Allied Health Sciences. To complicate the situation further, not only are the departments small, but there are faculty members in some departments who also teach an applied instrument in another department. When the current revised Appendix D is passed, the School of Music will have to restructure itself to meet the criteria and at least this proposed amendment will aid the school in this task.



The proposed amendment to Section IV.A. (page D-9, line 34) to read: "When a unit has fewer than three permanently tenured faculty members not holding administrative status, the next higher administrator above the unit level shall appoint permanently tenured faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenured track faculty of the unit." passed.

Lennon (Academic Library Services) requested clarification for the term "administrative status" and "administrative title" that is used throughout this section. He questioned if titles like "Coordinator of Graduate Studies" or "Coordinator of Undergraduate Studies" are considered having administrative status or administrative title. Hughes (Business) responded that the term "administrative status" has been discussed several times within the Faculty Governance Committee, yet the final interpretation will have to wait until the Senate can review the revision to Appendix L. Administrative status could be interpreted as someone without any supervision or evaluation of faculty.

Reaves (Industry and Technology) moved to amend Section IV.A.2. (page D-10, line 5) to add "and tenure-track" after "...permanently tenured". She then read statements from the personnel committee chair and the department chairs from within her school that supported the proposed amendment.

Sexauer (Art) stated that he could sympathize with the probationary track faculty because as a tenured faculty member, we have all been there. However, the Faculty Governance Committee's charge was to create a consistent method for recommending personnel actions on this campus. The intent was to create an appropriately tenured faculty body that would handle these personnel actions. He does not agree with the proposed amendment because the campus now has exceptions and the fact that a unit could consider whether or not they want to have tenure track faculty or tenured faculty voting on a personnel action would create the same kind of situation that is present now. So we are really going backwards and not forwards.

Chenier (Allied Health Sciences) stated that the proposed amendment states that unit faculty may vote to allow the tenure track faculty to be on a personnel committee. It is not being suggested that a unit code be rewritten. Each unit will still be using the same guidelines. It just depends which group of faculty the unit decides to let represent them with respect to their decision. The philosophy of this document was to build a hierarchy of decision makers. With respect to fixed term appointments and initial appointments, tenure track faculty are qualified to make those decisions.

Hughes (Business) stated that the Senate had already passed an earlier amendment revising Section IV.A. (page D-9, line 34) which states now that all deliberative bodies will be guided by the same criteria. Once the unit has elected and appointed these permanently tenured faculty from other units, they become a part of the unit's personnel committee as required in the document. Hughes went on to state that he felt the amendment was incorrect and that if the document was to be amended now, the first paragraph must be removed from the document. Under Section IV.A. the role of the permanently tenured faculty is described; stating that several deliberative bodies will be predicated on the definitions that follow. The question then of whether a unit uses tenured faculty or not is a moot point. Jarvis (Music) noted that the proposed amendments that will be discussed in order at a later time will take care of this problem. Hughes stated that he did not feel that those future amendments will solve the present problem.



Chair Moskop stated that Professor Hughes was correct and that the problem may lie in where the earlier approved amendment should have been placed, whether on page D-9, line 34 or under subheading 1., line 43. The way it was done makes it impossible now to talk about adding tenure track persons in section two and three, because the wording in Section IV.A. now applies to all three subheadings, so there would be an inconsistency.

Stangohr (Health Sciences Library) moved to table discussion on the current proposed amendment on the floor from Professor Reaves to allow for clarification. Atkeson (History) as a point of order questioned if whether the amendment should be tabled or postponed. Bailey (Parliamentarian) stated that the motion could be either. Atkeson stated that didn't it take a two-thirds vote to take an item off the table. Chair Moskop responded that just a majority was required.

The motion to table the proposed amendment to amend Section IV.A.2. (page D-10, line 5) to add "and tenure-track" after "...permanently tenured" passed.

Reaves (Industry and Technology) moved to reconsider the earlier approved amendment to amend Section IV.A. (page D-9, line 34) to read: "When a unit has fewer than three permanently tenured faculty members not holding administrative status, the next higher administrator above the unit level shall appoint permanently tenured faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenured track faculty of the unit."

Chair Moskop explained the importance of this motion to reconsider an earlier approved amendment. Section IV. on page D-9 and D-10, discusses different personnel decisions and who makes those decisions. Section IV.A. in the preamble states the faculty shall convene as deliberative bodies. Sections IV.A.1., 2., and 3. define what the deliberative bodies will be for the different personnel actions. What was approved earlier by the Senate was to amend part of Section IV.A. pertaining to who should be members of the deliberative body when there were fewer than three tenured faculty eligible to serve. What the Senate needs to do in order to consider other proposed amendments in regards to Sections IV.A.2. and 3. is to first reconsider the amendment passed earlier since that amendment restricts membership on all deliberative bodies to tenured faculty. If the motion to reconsider fails, then the wording will be retained that changes the way those tenured faculty are chosen when there are less than three tenured faculty eligible to serve within a unit. If the motion to reconsider passes, then the Senate can move on to consider the earlier proposed amendment that was tabled changing the membership of tenure track faculty on those committees which would make decisions listed in Section IV.A.2. and 3. Chair Moskop further explained that the problem was in the placement of the earlier approved amendment.

Sexauer (Art) stated that Section IV.A.2., (page D-10) refers to the personnel committee being made up of some or all of the permanently tenured faculty.

Reaves (Industry and Technology) stated that she felt that when the Senate considered and approved the earlier motion, they were supporting a motion to change the mechanism by which additional members from outside a unit would be appointed to deliberative bodies, not supporting a change that would limit the composition of personnel committees.

Atkeson (History) stated that presently only tenured faculty can sit on any deliberative body. Reconsideration of this amendment would simply



give the Senate the opportunity to reconsider the idea of adding tenure track. If this is considered then there will be, in effect, two personnel committees, one made up of tenure and one made up of tenure and tenure track and one of permanently tenured faculty members. Chair Moskop responded that that is correct. The current document allows for different deliberative bodies for each of these kinds of personnel decisions. The document requires that all tenured faculty form the deliberative body for decisions in Section IV.A.1. Section IV.A.2. allows for some or all of the permanently tenured faculty elected as the personnel committee to make decisions about fixed term appointments and initial probationary appointments. Section IV.A.3. allows for tenured faculty of rank equal to or above the rank for which promotion is being considered to make decisions about promotion.

Singhas (Biology) questioned how does this vary from the current Appendix D that is in effect now. Hughes (Business) responded that the composition of committees has always been handled within the unit codes. Therein lies part of the problem. Consistency across every unit is the intent of the document. The idea is to get the procedures out of the unit codes and into Appendix D.

The motion to reconsider the earlier approved amendment to Section IV.A. (page D-9, line 34) which reads: "When a unit has fewer than three permanently tenured faculty members not holding administrative status, the next higher administrator above the unit level shall appoint permanently tenured faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenured track faculty of the unit." passed.

The passing of the motion to reconsider now places the original proposed amendment back on the floor and up for debate and vote.

Reaves (Industry and Technology) moved to first strike the earlier amendment that was placed on Section IV.A. (page D-9, line 34) that read: "When a unit has fewer than three permanently tenured faculty members not holding administrative status, the next higher administrator above the unit level shall appoint permanently tenured faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenured track faculty of the unit." Reaves' then moved to add the proposed amendment earlier considered to Section IV.A.1. (page D-9, line 43) after "...unit administrator".

Glascoff (HPERS) questioned if Section IV.A. (page D-9, lines 34-36) would remain. Chair Moskop stated yes.

Hough (Faculty Assembly Rep.) questioned if the Senate was to consider both motions at once.

Chair Moskop responded no and decided to separate the motion into two parts. He put the question on the motion to strike the earlier approved amendment from Section IV.A. (page D-9, line 34). The Senate passed this motion.

Chair Moskop then put the question on the motion from Professor Reaves to add on Section IV.A.1. (page D-9, line 43) after "...unit administrator." the following: "When a unit has fewer than three permanently tenured faculty members not holding administrative status, the next higher administrator above the unit level shall appoint permanently tenured faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of



candidates elected by the permanently tenured and tenured track faculty of the unit." The motion passed.

Hughes (Business) made a motion to substitute Section IV.A. (page D-9, lines 31-33) with the following: "Initiations and review of recommendations for appointments, reappointments, promotion, and the granting of permanent tenure at the unit level are primarily the responsibility of the faculty." The motion passed.

Hough (Faculty Assembly Rep) questioned what would become now of the title to Section IV.A. It seems that now this section is going to be restructured. He then suggested that maybe the Senate should consider recommitting this section to the Faculty Governance Committee to readdress this issue. Chair Moskop responded by noting that Professor Reaves was planning on offering future amendments to both the title of Section IV.A. and the preamble, yet action was deferred on those because those amendments would not be appropriate unless the amendments Professor Reaves plans to propose in regards to Sections IV.A.2. and 3. actually passed. If the amendments pass, then Chair Moskop would then propose that the Senate go back and consider Professor Reaves' amendments to Section IV.A. Chair Moskop noted that he understood that this procedure was a slight departure from the process of considering the document by sections, yet since this section is interrelated, he asked for the Senate's indulgence.

Reaves (Industry and Technology) made a motion to take from the table an earlier proposed amendment to amend Section IV.A.2. (page D-10, line 5) to add " and tenure-track" after "...permanently tenured". The motion passed.

Harris (Foreign Languages) questioned if there would be any conflict of interest in relation to tenure track faculty who would participate in the review of probationary and fixed term appointments. There are concerns about a tenure track faculty member sitting in judgement of someone who is also on tenure track or as a fixed term appointee who might be later put on a tenure track appointment. Reaves (Industry and Technology) responded that her school allows tenure track faculty to serve on unit personnel committees and does not see any problems. Chair Moskop added for clarification that this proposed amendment would not relate to reappointment decisions, only initial probationary and fixed term appointments.

Sexauer (Art) questioned if a personnel committee is made up of both tenure and tenure track faculty, individuals would be involved in the preparation of progress toward tenure letters. Chenier (Allied Health Sciences) responded that the personnel committee would still have to interact with the deliberative body to write the progress toward tenure letters.

Capen (Business) stated that in the worst case scenario, would it be possible, in the decision of fixed term appointments, that a personnel committee may be made up of only tenure track faculty. Reaves (Industry and Technology) responded that yes, in an unusual case, the amendment would allow that to happen.

Capen (Business) stated that efforts have been made to proceduralize this document and that proposed amendment on the floor now allows the personnel committee to be 100% tenure to 100% non-tenure. Some type of limitations should be imposed on every unit throughout the university. If, in fact, a limit is imposed, another paragraph should be added stating how these people are going to be brought in.



Lennon (Academic Library Services) stated that his unit uses a personnel committee, made up of five people. Three of whom are tenured faculty, constituting a sub-committee which handles reappointment, tenure, and promotion matters. This system works very well within his unit.

Thompson (Political Science) stated that there ought to be a way that tenure track faculty could participate in the initial appointments. They have a great deal to contribute. This procedure would also provide a great training tool for the tenure track faculty.

Reaves (Industry and Technology) reminded the Senate that the proposed amendments would not place a tenure track faculty member on a personnel committee without being nominated by the deliberative body.

Spickerman (Math) stated that the proposed amendment does not exclude the unit administrator. Chair Moskop responded that the proposed amendment only changes Section IV.A.2. (page D-10, lines 3-6) leaving the rest of the sentence intact.

The motion to amend Section IV.A.2. (page D-10, line 5) to add " and tenure-track" after "...permanently tenured" passed by a standing vote of 26 to 21..

Hughes (Business) made a motion to add a new paragraph on Section IV.A.2. (page D-10, line 9) that reads: "The Personnel Committee shall be composed of not less than two-thirds tenured faculty and when fewer than that number are in the unit additional tenured faculty shall be made available according to the procedures in Section IV.A.1. above."

Stangohr (Health Sciences Library) stated that Section IV.A. is referring to the composition of the deliberative body. Section IV.B. would be a better place for this proposed amendment. Hughes (Business) responded that in each section there are exceptions being made. Consequently, if this continues, then one of the exceptions included in Section IV.B. could be removed because everything will be handled in Section IV.A. 1.-3.

Joyce (Physics) made an editorial amendment to add "permanently" in two places, after "two-thirds" and "additional" in the proposed amendment. Hughes (Business) accepted the editorial amendment.

The motion to add a new paragraph on Section IV.A.2. (page D-10, line 9) that reads: "The Personnel Committee shall be composed of not less than two-thirds permanently tenured faculty and when fewer than that number are in the unit additional permanently tenured faculty shall be made available according to the procedures in Section IV.A.1. above." passed.

Reaves (Industry and Technology) moved to substitute for Section IV.A.3. (page D-10) the following: "On matters pertaining to recommendations for promotion in rank, the deliberative body shall include only those permanent tenured and tenure-track faculty members who hold rank at least equal to the rank for which the candidate is being considered but excluding the unit administrator. When a unit has fewer than three permanently tenured or tenure-track faculty members of sufficient rank and not holding administrative status, the next higher administrator above the unit shall appoint from the permanently tenured and tenure-track faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenure-track faculty having rank at least equal to the candidate(s) being considered for promotion."

Hughes (Business) questioned if all of the appointing of tenure or tenure



track faculty will be from the same unit. Reaves (Industry and Technology) responded that the additional faculty members would be from outside the unit. Hughes then made an editorial amendment changing the wording to read: "...the next higher administrator above the unit shall appoint additional permanently tenured and tenure-track faculty from outside the unit to increase the membership of the deliberative body to three.." Reaves accepted the editorial amendment.

Anderson (Education) questioned if the intent of the proposed amendment in the last sentence was that the persons who would then be voting on promotion could possibly have rank equal to the person going up for promotion. She then suggested that the addition of "to the rank for which the candidate is being considered" be substituted for the words "to the candidate(s) being considered for promotion." Reaves (Industry and Technology) accepted the editorial amendment.

Chenier (Allied Health Sciences) stated that now the proposed amendment with the additional editorial amendment sets up two different groups of people. Now the elected body is changed and restricted to only those candidates who have a rank at least equal to the rank for which the candidate is being considered. The procedure now is inconsistent with the procedure set forth in Section IV.A.1. He then objected to Professor Anderson's editorial amendment being called an editorial change. Chair Moskop responded that since there is objection to this amendment that was to be considered an editorial amendment, the amendment would have to be considered as a secondary amendment to that effect.

Bell (Education) questioned who is being referred to; the people on the list and their rank or the people who will select them. Chair Moskop noted that there were two editorial amendments proposed. The first editorial amendment was to clarify that the individuals added to the personnel committee for this purpose will come from outside the unit. The second editorial amendment was to which faculty members within the unit would be eligible to vote for candidates for addition to the personnel committee for this purpose.

Thompson (Political Science) stated that the editorial amendment to add "from outside the unit" was not necessary because it would be impossible to appoint from within the unit because there are no faculty left from within the unit to be considered. Reaves (Industry and Technology) agreed to delete the phrase "from outside the unit".

Harris (Foreign Languages) stated that he sees the issue as tenure against promotion. He questioned which came first, tenure or promotion. Tenure is a guarantee of academic permanence. He questioned then if Professor Reaves and her colleagues considered the influence of appointments being on tenure track or promotion. Thompson (Political Science) responded that it is really two separate decisions.

Anderson (Education) offered an editorial amendment to the proposed amendment on the floor, replacing the last sentence to read: These appointments shall be from a list of candidates having rank at least equal to the rank for which the candidate is being considered and elected by the permanently tenured and tenure track faculty. So that any person voting on a decision would have to have a rank at least equal to the candidate's rank being considered. Chenier (Allied Health Sciences) responded that the editorial amendment should include an addendum that the election will be by the tenured and tenure track faculty having rank equal to the candidate's current rank. Anderson withdrew her editorial amendment.

Spickerman (Math) noted that a list of one name is a list. So the



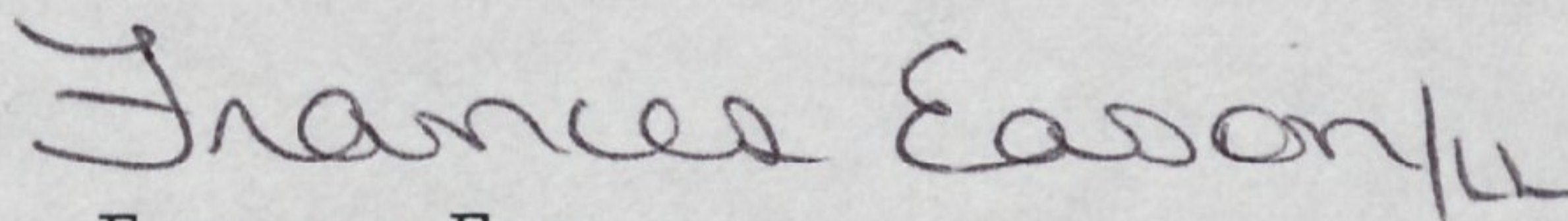
document should describe the list rather than just say a list.

The motion to substitute for Section IV.A.3. (page D-10) the following:  
"On matters pertaining to recommendations for promotion in rank, the deliberative body shall include only those permanent tenured and tenure-track faculty members who hold rank at least equal to the rank for which the candidate is being considered but excluding the unit administrator. When a unit has fewer than three permanently tenured or tenure-track faculty members of sufficient rank and not holding administrative status, the next higher administrator above the unit shall appoint additional permanently tenured and tenure-track faculty to increase the membership of the deliberative body to three. These appointments shall be from a list of candidates elected by the permanently tenured and tenure-track faculty having rank at least equal to the candidate(s) being considered for promotion." passed by a standing vote of 23 to 19.

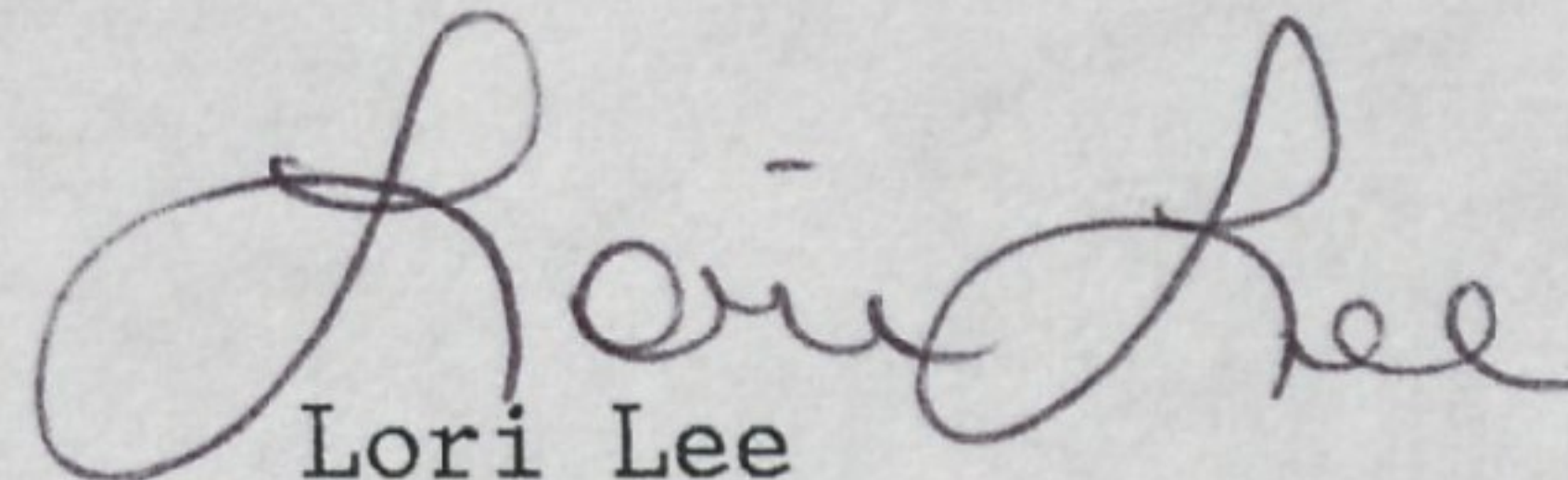
The Senate agreed to meet at 12:30 on Tuesday, March 17, 1992, to continue this discussion along with other regular business.

The meeting adjourned at 4:35 pm.

Respectfully submitted,



Frances Eason  
Secretary of the Faculty



Lori Lee  
Faculty Senate Secretary