

Faculty Senate April 20, 1993, Meeting

NEW BUSINESS Jim Joyce, Reporting

Memorandum

To: Faculty Senate

From: Parents Weekend Committee
Laura Sweet, Chairman *L.S.*

Parents Association
Laura Sweet, Advisor

Date: April 14, 1993

Re: Parent visitation on September 17, 1993

At the request of the ECU Parents Association and the Parents Weekend Committee, I am requesting the Faculty Senate to adopt the following resolution:

"The Faculty Senate recommends that the East Carolina University faculty voluntarily open classes held on Friday, September 17, 1993, to parents for visitation as part of the Parents Weekend activities.

It is understood that each individual professor may state his or her visitation policy dependent upon seating restrictions, exams, or other limiting factors, at the beginning of the fall semester in the syllabus.

It is also understood that it will be duly noted in the Parents Weekend brochure that professors may have restrictions on visitations, and it will be the student's responsibility to be informed of each professor's policy"

Last year the faculty senate approved this resolution. We are requesting that you again support parent participation in class during Parents Weekend. We are excited about giving the parents an opportunity to witness the outstanding academic challenges facing their children at ECU.

Thank you for your cooperation in this exciting activity to Parents Weekend activities.



Dean of Students
Division of Student Life
209 Whichard

919-757-6824
919-757-4828 Fax

Same as #92-22

4-15-92

chang: no action

FULL AGENDAS WITH ATTACHMENTS ARE DISTRIBUTED TO ACADEMIC ADMINISTRATORS, SENATORS, ALTERNATES, CHAIRS OF ACADEMIC COMMITTEES, AND AVAILABLE ELECTRONICALLY THROUGH FSONLINE.

EAST CAROLINA UNIVERSITY
FACULTY SENATE EXECUTIVE AGENDA

The eighth regular meeting of the Faculty Senate for academic year 1992/1993 will be held on Tuesday, April 20, 1993, at 2:10 in the Mendenhall Student Center Great Room.

Please note that this is the last meeting for those Senators whose terms expire in 1993.

- I. Call to Order
- II. Approval of Minutes of March 30, 1993.
- III. Special Order of the Day
 - A. Roll Call
 - B. Announcements
 - C. Richard Eakin, Chancellor
 - D. Vice Chancellors' Reports
 - E. Ernie Schwarz, Chair
University Athletic Committee and Academic Review Subcommittee
 - F. George Bailey, Faculty Assembly Report
April 2, 1993, Meeting
- IV. Unfinished Business
- V. Report of Committees
 - A. Committee on Committees, Caroline Ayers
Standard Meeting Schedule for Faculty Senate Academic Committees, for information only.
 - B. Curriculum Committee, Bill Grossnickle
Undergraduate Curriculum matters contained in the March 25, and April 1, 1993, meetings including:
 - 1. Revise BS Health and Physical Education (Teacher Preparation Option).
 - 2. Drop LIBS 1000 as a General Education requirement.
 - 3. Revise International Studies minor.
 - 4. Revise Gerontology minor.
 - 5. Revise Academic concentration in Nutrition.
 - 6. Revise BA, BS Prof in INDT, Tech Inst/Comm College Transfer Program, and INDT minor.
 - 7. Revise minor in Military Science.
 - 8. Revise Ethnic Studies minor.
 - 9. Revise Classics minor.

10. Revise BA, BS, BS Professional in French, French minor, Academic concentration in French.
11. Revise BS Middle Grades Education, thereby revising Alcohol and Drug Studies minor.
12. New BS in Rehabilitation Services. Revised minor in Alcohol and Drug Studies.
13. Revise BA and BS majors in Political Science and minors in Public Administration, Political Science, and Comparative Government and International Relations.
14. Revise BA Psychology major and minor, thereby revising numerous other majors and minors. (The full list may be obtained in the Faculty Senate office.)
15. Revise BS Urban and Regional Planning
16. Revise BA in History, BS in Public History (including deleting Maritime History Option), BS History, and Historical Preservation and Museum Administration minor.
17. Revise admission requirements for BS in Social Work and revise major in Social Welfare.
18. Revise admission requirements for BS in Criminal Justice and revise degree.
19. Revise minor in Sociology.

C. Faculty Affairs Committee, Henry Ferrell

Follow-up reports on the following:

1. Legal Counsel
2. Extended Leave

(Prior to the meeting, information will be distributed to academic administrators, senators, alternates, chairs of academic committees and available electronically through FSONLINE.)

D. Faculty Governance Committee, Tinsley Yarbrough

1. Second Reading of the proposed revised Appendix A: Faculty Constitution of ECU
2. Proposed revised By-Laws of the Faculty Constitution of ECU
3. Proposed revised Appendix L: East Carolina University Code

E. Unit Code Screening Committee, Don Sexauer

School of Medicine Unit Code (The revised unit code is available for review in the Faculty Senate office.)

VI. New Business

Faculty Assembly Consolidated University of North Carolina

Minutes of the Eighty-fifth Meeting April 2, 1993

The eighty-fifth meeting of the Faculty Assembly of the University of North Carolina was held in the Board Room of the General Administration Building in Chapel Hill on April 2, 1993. The meeting was called to order by the Chair, Ken Wilson-ECU at 1:04 PM with 37 delegates in attendance.

PRESIDENT SPANGLER'S REPORT

President Spangler discussed the atmosphere in the present General Assembly and thanked Ken Wilson for effectively serving two terms as Chair of the Faculty Assembly. A complete copy of his comments is attached to these Minutes.

QUESTIONS AND ANSWERS

Q. P. Kuhl (WSSU). What is the major motivation behind the many questions the members of the General Assembly are asking?

A. Spangler. The members are merely responding to the many questions they receive from their constituents. They come from many diverse backgrounds but have the common goal of obtaining the maximum return on investment of tax dollars.

Q. R. Dorff (NCSU). What is the status of the General Assembly's questioning of the tenure process?

A. Spangler. Please see my previous response above.

A. W. Little. They are not questioning tenure. They just want to review the entire process as a basis for future discussion.

CHAIR'S COMMENTS (Ken Wilson-ECU)

Chair Wilson discussed a resolution prepared earlier in the Executive Committee. Beginning next year, the Chair of the local Faculty Senate will be notified each time a member of the Faculty Assembly fails to attend a session and does not arrange for an alternate representative. Local campuses will be encouraged to select additional alternates so that one will always be available to come to Chapel Hill when an Assembly member has a conflict.

The dates of next year's Assembly meetings will be September 17, November 19, February 4 and April 22. Each meeting will begin promptly at 1 PM.

The Minutes of the eighty fourth meeting of the faculty assembly were approved as distributed.

ELECTION OF OFFICERS

Shirl Hoffman (UNC-G) Chair of the Nominating Committee presented the nominees for 1993-1994 offices: Chair of the Faculty Assembly - Peter Petschauer (ASU) and William Kane (WCU); Vice Chair - Margaret Parish (UNC-W) and Shirley Browning (UNC-A); Secretary - Paul Duvall (UNC-G) and Edward Galligan (UNC-CH). Nominations from the Assembly were invited but none were offered. Each candidate was given time to make a brief presentation. All candidates were present and did so except Margaret Parish who had a professional conflict. Thad Dankel (UNC-W) spoke on her behalf. Printed ballots were distributed and collected. Shirl Hoffman (UNC-G) and Paul Kuhl (WSSU) acted as tellers.

While the ballots were being counted, Willem van Eck, Legislative Liaison of the AAUP to the NC Legislature made some brief remarks. He provided copies of the membership of the various committees of the General Assembly to Chair Ken Wilson.

The results of the election were announced - William Kane (WCU) was elected Chair, Margaret Parish (UNC-W) was elected Vice Chair, and, Paul Duvall (UNC-G) was elected Secretary.

The plenary session was adjourned at 1:53 PM.

EVENING PLENARY SESSION

The evening plenary session was called to order by the Chair, Ken Wilson-ECU at 7:03 PM with 41 delegates in attendance.

Chair Ken Wilson conducted elections of Chairs for the 1993-1994 session of the Faculty Assembly. The Nomination Committee presented a slate of one candidate for each post. John Stevens (UNC-A) was elected by acclamation as Chair of the Academic Freedom and Tenure Committee. Patricia Campbell (ECU) was elected by acclamation as Chair of the Budget Committee. Joan Walls (ASU) declined the nomination as Chair of the Faculty Welfare Committee. She nominated Etta Gravely (NCA&T) who was elected by acclamation. George Bailey (ECU) was elected by acclamation as Chair of the Governance Committee. Peter Petschauer (ASU) was nominated from the floor to oppose Thad Dankel (UNC-W) for Chair of the Planning and Programs Committee. Peter Petschauer was elected by a written ballot. John Moskop (ECU) was elected by acclamation as Chair of the Professional Development Committee.

STANDING COMMITTEE REPORTS

PROFESSIONAL DEVELOPMENT (Harmon Watson-FSU)

1. The committee decided that there was sufficient need and interest for another Professional Development Conference to be held in 1994. A likely topic will be the evaluation of teaching effectiveness.

2. On behalf of the committee, John Moskop (ECU) introduced a Resolution on the need for reimbursement of professional expenses incurred by UNC system faculty. This resolution was based on data from a survey sent to 2,000 randomly chosen members of the UNC faculty. The resolution (#92-1) passed with one dissent.

PLANNING AND PROGRAMS (Peter Petschauer-ASU).

1. The committee offered a lengthy resolution asking that the Board of Governors establish a system-wide system of recognition of outstanding teachers. After considerable debate and the removal of several sections, the resolution (#92-2) passed without dissent.

John Stevens (UNC-A) successfully moved that a deleted section of Resolution 92-2, "Be it resolved that members of the Faculty Assembly of the University of North Carolina seriously discuss ways to influence the discourse and reward structure in their institutions to emphasize teaching." be put on the Agenda of the next session of the Faculty Assembly.

FACULTY WELFARE (Robin Dorff-NCSU)

1. The committee report on security at the various campuses is still incomplete since data has not been received from ECSU, FSU, NCCU, PSU, UNC-C and WSSU. Robin will complete the report over the Summer and pass on the document to the next Chair of this committee.

2. Dave Edwards discussed various issues with the committee. To date, at least five different bills have been introduced in the Legislature dealing with various aspects of benefits. A Resolution (#92-3) asking President Spangler to convey our support to the members of the General Assembly in their effort to improve employee compensation and benefits passed without dissent.

3. Senate bill 332 asks that a study be made comparing the compensation at UNC to other institutions in the Southeast. The committee is concerned with the narrow focus of this effort since we compete nationally, not regionally for faculty. Chair Wilson was directed to notify President Spangler of our concern with this bill.

James Nicholl (WCU), in response to a question from Joan Walls (ASU), asked that we discuss our continuing concern over the lack of a system-wide benefits official in the UNC General Administration.

FACULTY GOVERNANCE (George Bailey-ECU)

The committee introduced three Resolutions (#92-4 on the disposition of Resolutions; #92-5 and #92-6 each on the inclusion of "sexual orientation" into equal opportunity statements at the various campuses) each of which passed without dissent after modest discussion.

ACADEMIC FREEDOM AND TENURE (John Stevens-UNC-A)

1. The committee continues to study and discuss the reports of the NC Center for Public Policy on UNC system teaching, and of the AAHE "Reexamination of Faculty Priorities".

2. A Resolution on the Evaluation of Teaching was introduced and engendered considerable debate. The resolution asked that several specific measures be used system-wide. Many members argued that some of the proposed instruments were of doubtful validity. The resolution was tabled. A substitute motion asking that the "Faculty Assembly display a serious commitment to studying the issue of teaching assessment during the coming year" passed without dissent.

3. A Resolution (#92-7) asking that the UNC system seek legal authority for the establishment of a fund to reimburse faculty with permanent tenure who successfully overturn a negative reappointment decision passed without dissent.

BUDGET (Jim Murphy UNC-CH)

1. Discussions with Vice President Joyner about the budget prospects in the General Assembly were generally upbeat. Unfortunately, there will probably at least some minor tuition increases.

2. A resolution (#92-8) asking that the General Assembly set as a goal the return of UNC faculty salaries to the top twenty percent according to the national AAUP ratings passed without dissent.

Roy Carroll asked for a round of applause for retiring Chair, Ken Wilson. Ken Wilson then asked that all retiring delegates stand for a similar recognition.

Roy Carroll made general remarks about the high quality of the discussion this year on the issues raised by Chairman Poole. Dr. Carroll will report to the Board of Governors at their retreat next week that he witnessed the most lengthy discussion of teaching evaluation the Assembly has ever undertaken. He then outlined several areas in which the deliberations and recommendations of the Faculty Assembly have had a positive effect including the way Summer School is funded and the rules on service in elected bodies. He again encouraged that we do everything in our power to see that attendance improves next year.

The Assembly adjourned for the year at 10:12 PM.

Respectfully submitted,

George H. Wahl, Jr. Secretary

**Resolution Regarding
Unreimbursed Professional Development Expenses**

Whereas, professional development enhances effective teaching and scholarship, and

Whereas, a recent survey of a random sample of 760 faculty members of the University of North Carolina reveals that respondents in 1990 had an average total unreimbursed professional development expenses of \$1636.

Therefore, Be It Resolved, that the Faculty Assembly of the University of North Carolina system commend to the attention of President Spangler the survey on professional development expenses of UNC faculty to use in informing the public about the monetary contributions that UNC faculty make to their own professional development and to the advancement of higher education in North Carolina, and

Be It Further Resolved, that in view of the financial commitment of UNC faculty to their professional development, that the Faculty Assembly requests President Spangler to encourage the General Administration of the UNC system and of each constituent institution to respond by committing additional resources to the professional development of faculty.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

**Resolution Regarding
Honoring Teaching**

Whereas, the Board of Governors has stated that teaching is the primary responsibility of the University,

Therefore, Be It Resolved : that the Faculty Assembly urge President Spangler and the Board of Governors to designate funds to recognize and foster excellence in teaching throughout the system.

Be It Further Resolved : that the Faculty Assembly urge President Spangler and the Board of Governors to create system-wide annual awards for excellence in teaching to be called "The Board of Governors' Awards for Excellence in Teaching."

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

**Resolution Regarding
UNC Employee Compensation and Benefits**

Whereas, those persons serving the State through The University of North Carolina are paying more for health care coverage and getting less in benefits, and are paying more to live without concomitant increases in salary, and

Whereas, numerous members of the General Assembly have demonstrated their concern with these issues by introducing legislation that addresses employee compensation, including flexible benefits,

Therefore, Be It Resolved, that the Faculty Assembly of the University of North Carolina system urge President Spangler to convey to the members of the General Assembly our support for their efforts and to encourage the General Assembly to enact legislation to improve employee compensation and benefits.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

Resolution 92-4
Governance Committee
UNC Faculty Assembly

**Resolution Regarding
Disposition of Resolutions**

Whereas, Faculty Assembly members should be informed of the disposition of their resolutions,

Therefore, Be It Resolved, that the Chair of the Faculty Assembly include in the Chair's Report the disposition of all resolutions of the Faculty Assembly.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

**Resolution to President Spangler Regarding
Equal Opportunity Policy Statement on Sexual Orientation**

Whereas, educational and employment decisions should be based on an individual's abilities and qualifications, and should not be based on irrelevant factors or personal characteristics that have no connection with academic abilities or job performance, and

Whereas, as with race, color, gender, religion, and national origin, sexual orientation has no connection with academic abilities or job performance, and

Whereas, UNC campuses should have equal opportunity policies that ensure that only relevant factors are considered and that equitable and consistent standards of conduct are applied, and

Whereas, several UNC campuses prohibit discrimination on the basis of sexual orientation in educational and employment opportunities,

Therefore, Be It Resolved, that the Faculty Assembly recommend to President Spangler that he encourage Chancellors of those UNC campuses that have not amended their Equal Opportunity Policies to include a prohibition against discrimination on the basis of sexual orientation in educational and employment opportunities to amend their campus policies to include this prohibition.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

**Resolution to Faculty Assembly Chair Wilson on
Equal Opportunity Policy Statement on Sexual Orientation**

Whereas, educational and employment decisions should be based on an individual's abilities and qualifications, and should not be based on irrelevant factors or personal characteristics that have no connection with academic abilities or job performance, and

Whereas, as with race, color, gender, religion, and national origin, sexual orientation has no connection with academic abilities or job performance, and

Whereas, UNC campuses should have equal opportunity policies that ensure that only relevant factors are considered and that equitable and consistent standards of conduct are applied, and

Whereas, several UNC campuses prohibit discrimination on the basis of sexual orientation in educational and employment opportunities,

Therefore, Be It Resolved, that the Chair of the Faculty Assembly encourage in writing the Senate and Council Chairs of those UNC campuses that have not amended their Equal Opportunity Policies to include a prohibition against discrimination on the basis of sexual orientation in educational and employment opportunities to solicit their Senates or Councils to support amending their campus policies to include this prohibition.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

Resolution 92-7
Academic Freedom and Tenure Committee
UNC Faculty Assembly

**Resolution Regarding
Reimbursement of Legal Fees for Permanently Tenured Faculty
Who Successfully Appeal Dismissal Decisions**

Be It Resolved : that the Faculty Assembly of the University of North Carolina system requests that the University seek statutory authority to reimburse faculty members with permanent tenure for legal expenses incurred when successfully defending themselves from dismissal proceedings.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

**Resolution Regarding
Establishing Goals to Make UNC Faculty Salaries Competitive**

Whereas, excellent faculty are the key to a successful university, and

Whereas, such faculty require and deserve competitive salaries, and

Whereas, faculty salary AAUP ratings by university in comparison to peer institutions are widely known and available, and

Whereas, these ratings are relevant to salary negotiations for retaining and recruiting faculty, and

Whereas, UNC member institutions have previously had higher AAUP salary ratings of 1 (top 20% of faculty salaries in peer institutions) and 2 (second 20%) to current ratings of mostly 2 and 3 (middle 20%), and

Whereas, faculty salary ratings have now fallen from 1 (top 20%) and 2 (second 20%) to current ratings of mostly 2 and 3 (middle 20%) and some ratings of 4 (second lowest 20%), and

Whereas, AAUP ratings of total compensation of salary and benefits places UNC faculty even lower, and

Whereas, such low ratings lead to the erosion of the quality of a faculty and the prestige of a university, and

Whereas, funds needed to raise salaries to top ratings are not available in any one year, and realizing that a goal is worthwhile both for faculty morale and for continued improvement in the UNC system,

Therefore, Be It Resolved, that the Faculty Assembly urge President Spangler to encourage legislators to set a goal of increasing faculty salaries and maintaining them at a level consistent with an AAUP rating of 1 at each professorial rank for each constituent institution, and

Be It Further Resolved, that the Faculty Assembly request that President Spangler forward a copy of this resolution to each appropriate member of the General Assembly.

George H. Wahl, Jr., Secretary
UNC Faculty Assembly

Ken Wilson, Chair
UNC Faculty Assembly

ANNUAL REPORT TO THE FACULTY SENATE

University Athletics Committee--
Academic Review Subcommittee

APRIL 20, 1992

A. Sub-Committee Composition: Nine members of the University Athletics Committee; specifically all the regular and ex-officio faculty members of the University Athletics Committee:

4 appointed--Ernie Schwarz--HPERS
Susan McDaniel--Biology
Dalynn T. Badenhop--~~Geography~~ ^{Medicine} & Planning
Wes Hankins--Geography & Planning (for Moskop)

5 elected--Ted Gartman--Social Work
Larry Hines--Psychology
Marjorie Inman--Human Environmental Sciences
Stan Garren--Industrial Technology
Dave Glascoff--Business

B. Authority and Reporting: Reports directly to the Chancellor and presents information to the University Athletics Committee.

C. Meetings: Meets as often as necessary. Met three times during the year to focus on the academic integrity aspects of the University Athletic Department.

D. Activities of the Sub-Committee: To examine, as a process, the activities involving E.C.U. students who participate in athletics. Six sequential elements of the athletic dimension of student activities were touched on over the course of the year:

- | | |
|----------------|---|
| 1. Recruiting | 4. Compliance with NCAA requirements |
| 2. Admission | 5. Satisfactory progress toward degrees |
| 3. Eligibility | 6. Graduation rates |

These items were covered in fairly general terms because the committee membership had five carry-over members from the previous year. The emphasis in discussions was on changes from 1991-92 to 1992-93 and updating new members.

E. In addition to examining the six steps just mentioned, three aspects of the Athletic Department's activities were examined in detail at the scheduled meetings--E.C.U.'s Student Development Program for Athletes; recent NCAA legislation regarding academics, eligibility, and compliance; and graduation rates.

F. Highlights of the year:

1. Two of the recent NCAA requirements are that (1) by the fifth semester of enrollment a student-athlete must have a declared major or a designated program area and,

(2) courses being taken must reflect progress toward completion of that program. This requirement is made operational on two dimensions--75% of the cumulative courses taken must be leading toward degree completion and 75% of the courses in which a student is currently enrolled must be leading toward degree completion. The purpose of this requirement was to close a potential loophole concerning eligibility. However, one impact of this requirement is that it is more difficult for a student-athlete to change majors than for a non-athlete student. E.C.U. is currently in compliance on this standard.

2. Generally the Sub-Committee was satisfied that its questions of the Athletic Department were being answered in a timely fashion.
3. The Sub-Committee retained most of its members this year, which eliminated some of the start-up and educational aspects of the previous year's meetings. Most members believed themselves to be better versed in the day-to-day operations of the academic side of the Athletic Department upon completion of the year's meetings.

G. A few facts about student-athletes and their academic performance this year include--

1. 19.0% of all athletes were honor students in Fall 1992 based on the criteria in their various programs (67 out of 344 student-athletes). Comparable figures for the last two years are 23.2% and 24.7%. University wide this year the number is 27.6%.
2. 22.9% of all athletes had grade point averages above 3.0 (79 out of 344). Comparable figures for the last two years are 20.9% and 26.2%. University wide this year the number is 24.5%. (cumulative GPA's)
3. 80.5% of all athletes had grade point averages above 2.0 (279 out of 344). Comparable figures for the last two years are 82.3% and 77.5%. University wide this year the number is 79.2%. (cumulative GPA's)
4. Two athletes (0.6%) were declared ineligible after Fall 1992. No athletes were declared ineligible after Fall 1991; and less than 1% became ineligible after Fall 1990.
5. The University's Academic Transition Program (ATP) which has about 100 students and is prohibited from having more than 10% student-athletes, had four student-athletes this year who achieved grade point averages averaging 2.18.

H. Information Concerning Graduation Rates:

The attached sheet titled "Graduation Rates-Board of Governors" was prepared by the E.C.U. Athletic Department and is based on material taken from "Intercollegiate Athletic Report--The University of North Carolina 1991-1992" (which is on file at the E.C.U. Faculty Senate Office) and on the "Official NCAA 1992-1993 Graduation-Rates Report" (which is attached). The "Official NCAA 1992-1993 Graduation-Rates Report" is a document which all member schools are required to provide to prospective student-athletes and their parents.

One apparent aspect of the "Graduation Rates-Board of Governors" is the disparity between the identified graduation rate and the adjusted graduation rate. This difference is a result of an adjustment to the data based on paragraph five of the "Official NCAA 1992-1993 Graduation-Rates Report". The refined or adjusted rate, following NCAA preparation guidelines from paragraph five, includes transfer student-athletes who entered and excludes student-athletes who did not graduate within six years but were either in good academic standing when they left the institution, or were still in school at the beginning of the seventh year.

Thus, a student-athlete who does not graduate within six years, but left the university in good standing, will be deleted from the base number used as the denominator of the graduation rate on some measures with a resulting apparent increase in the graduation rate. Such a student is not counted as having graduated, but the student's lack of graduation does not reduce the rate. One would expect that continued strict enforcement of the 75% progress toward degree requirement identified earlier in this report will reduce the size of the gap between the calculated and adjusted graduation rates. The question of why students in good standing withdraw from the University should also be asked.