

~~file~~  
~~file~~  
~~notebook~~  
~~computer files~~  
announcements



March 17, 1994

Office of the Chancellor  
103 Spilman  
919-757-6212

Dr. Patricia J. Anderson  
Chair of the Faculty  
East Carolina University

Dear Professor Anderson:

I approve the following resolutions adopted by the Faculty Senate on February 22, 1994: #94-03, #94-04, #94-05, #94-06, #94-07, #94-11, #94-12, and #94-13.

Approved  
3-9-94  
per conversation  
w/ J. Smith to  
Patricia

I would like to discuss further with you resolutions #94-09 and #94-10 to be sure of whether or not these resolutions extend new benefits to retired or emeritus faculty.

Sincerely,

Richard R. Eakin  
Chancellor

RRE/ra

cc: Marlene Springer  
James Hallock



February 28, 1994

C O P Y

Dr. Richard Eakin, Chancellor  
East Carolina University  
Spilman Building

Dear Chancellor Eakin:

Faculty Senate  
140 Rawl Annex

919-757-6537  
919-757-6122 Fax  
FSLEE@ECUVM1

On February 22, the Faculty Senate adopted, for your consideration, the following resolutions:

- #94-03 Undergraduate Curriculum Committee matters contained in the minutes of January 27, and February 10, 1994 (attachment 1).
- #94-04 ✓ Request to establish a new degree program in Mathematical Statistics (API #1702).
- #94-05 ✓ Revisions to *Appendix C. Personnel Policies and Procedures for the Faculty of East Carolina University* (attachment 2).
- #94-06 ✓ Revision to *Appendix J. Informal Faculty Grievance Procedure for Grievances Involving Sex Discrimination and Other Equal Employment Opportunity Complaints* (attachment 3).
- #94-07 ✓ Revision to *Appendix K. Equal Employment Opportunity/Affirmative Action Policy of East Carolina University* (attachment 4).
- #94-09 ✓ Revision to *Faculty Manual, Part III. Academic Information* to include privileges for retired faculty (attachment 5).
- #94-10 ✓ Revision to *Faculty Manual, Part III. Academic Information* to include privileges for faculty awarded emeritus status (attachment 6).
- #94-11 ✓ Restatement of the General Educational Goals and Objectives (attachment 7).
- #94-12 ✓ Revised Department of Mathematics Code of Operations (attachment 8).
- #93-13 ✓ Recommendations concerning department chair evaluations (attachment 9).

The other resolution passed by the Faculty Senate was #93-08 - Re commitment of proposed revision to *Faculty Manual, Part IV. Personnel Policies* concerning the rank of lecturer to the Faculty Welfare Committee.

Thank you for your consideration of the above mentioned resolutions.

Sincerely,

Patricia J. Anderson  
Chair of the Faculty

pc: Vice Chancellor Marlene Springer  
Vice Chancellor James Hallock

:lal  
attachments

Greenville,  
North Carolina  
27858-4353

East Carolina University is a constituent institution of The University of North Carolina.  
An Equal Opportunity/Affirmative Action Employer.

PLEASE POST FOR ALL FACULTY TO READ!

EAST CAROLINA UNIVERSITY  
FACULTY SENATE

FULL MINUTES OF FEBRUARY 22, 1994

The sixth regular meeting of the 1993-94 Faculty Senate was held on Tuesday, February 22, 1994, in the Mendenhall Student Center Great Room.

**Agenda Item I. Call to Order**

Chair Patricia Anderson called the meeting to order at 2:10 p.m.

**Agenda Item II. Approval of Minutes**

The Faculty Senate minutes of the January 25, 1994, meeting were approved as distributed.

**Agenda Item III. Special Order of the Day**

A. Roll Call

Senators absent were: Chancellor Eakin, Vice Chancellor Springer, Faculty Assembly Representative Bailey, Professors Walsh, Pokorny, and Engelke (Nursing), and a representative from Continuing Education.

Alternates present were: Professors Chenoweth for Glascoff (Health and Human Performance), and Nasea for Winstead (Health Sciences Library).

B. Announcements

1. The Chancellor has approved the following Resolutions:

December 7, Faculty Senate meeting:

#93-44 Peer Review Procedures and a Sample Copy of a Peer Review Instrument.

January 25, Faculty Senate meeting:

#94-01 Revision to Admissions Requirement

#94-02 *Appendix U. Policy and Procedures on Ethics in Research and Creative Activities*

2. A special thanks was extended to John Bort, Department of Anthropology who served as a Teller during the meeting.
3. The Chair of the Faculty has formed an ad hoc Committee to formulate guidelines, in accordance with the newly revised *Appendix L, East Carolina University Code*. Such guidelines will assist the faculty of a professional school who may democratically decide to organize into self-governing, autonomous units at the departmental level. The following faculty members have agreed to serve on this Committee: Judy Bernhardt (Nursing), Tom Johnson (Health and Human Performance), Jim Joyce (Physics), and Sandra Wurth-Hough (Political Science). These guidelines will be presented to the Faculty Senate in September, 1994.
4. In order to begin preparation for the 1994-1995 academic year, it was necessary for units to fill any Faculty Senate vacancies which occur at the close of this academic year. Election results were to be forwarded to the Faculty Senate office by Tuesday, March 1.
5. The Educational Policies and Planning Committee's report on the Request to Plan a New Degree Program in Information Technology, API #1601 was withdrawn. The Request to Plan a New Degree Program in Coastal Resource Management, API #4902 was added.
6. Units are reminded that all curriculum matters to be acted upon by the Faculty Senate this academic year must be forwarded to Professor Donald Neal, Chair of the Curriculum Committee, no later than Thursday, March 17.
7. Chancellor Eakin was out of town attending a meeting of the UNC Presidents in Chapel Hill.
8. Vice Chancellor Marlene Springer was out of town attending a meeting of the American Council on Education in Washington, D.C.

C. James Hallock, Vice Chancellor for Health Sciences  
Vice Chancellor Hallock had no formal remarks.

D. Robert Herrington, Assistant Vice Chancellor for Human Resources  
Dr. Herrington began his remarks by noting that the Department of Human Resources has worked to streamline the various activities of the department and to provide better quality service for faculty, staff, and the university. He noted that the department had relocated to the corner of 1st and Reade Street. The Department of Human Resources employment section, which has three interviewers (interviewing approximately fifty individuals a day), is exploring the acquisition of an application scanning system. Such a system would increase efficiency by allowing applications to be entered into a computer system accessible to those making hiring decisions. He further noted that the position management area has been involved in a statewide evaluation of all clerical and support staff. This evaluation has involved a large investment of time by the Department of Human Resources as well as by department chairs and supervisors across campus.

Dr. Herrington explained that another responsibility of the department is to provide information on the many and varied benefits available to faculty and staff. He reported that the department has been working very closely with the Faculty Welfare Committee on dental insurance. The process is nearing completion. Additionally, the Department of Human Resources handles the payroll (\$11,180,000 a month) and maintains records for 1500 full time and temporary faculty as well as 2300 staff.

Dr. Herrington closed his remarks by outlining some of his goals for the Department: to increase credibility; to provide better quality support for the University's faculty and staff; to remain responsive to faculty needs.

E. Larry Hough, Faculty Assembly Delegate  
Professor Hough presented a report of the Faculty Assembly meeting of February 4, 1994. The complete report is available for review in the Faculty Senate office, 140 Rawl Annex.

F. Election of Nominating Committee for Faculty Officers  
Professors Brenda Killingsworth (Business), Conner Atkeson (History), Mark Taggart (Music), Linda Wolfe (Anthropology), and Maury York (Academic Library Services) were elected by acclamation to serve on the Nominating Committee for Faculty Officers. The Committee will present their slate of nominees for Chair, Vice-Chair, and Secretary to the Faculty Senate on April 20, 1994.

#### Agenda Item IV. Unfinished Business

There was no unfinished business to come before the Faculty Senate.

#### Agenda Item V. Report of Committees

##### A. Committee on Committees

Brian Harris (Foreign Languages and Literatures), Chair of the Committee, requested permission to withdraw the Committee's report. He explained that the Committee needed more time to consider the proposed revisions to the academic committee charges and would present a report to the Faculty Senate in March.

##### B. Curriculum Committee

Donald Neal (Geology), Chair of the Committee, presented curriculum matters contained in the minutes of January 27, and February 10, 1994. The curriculum matters were approved as presented. **RESOLUTION #94-03**

##### C. Educational Policies and Planning Committee

Ken Wilson (Sociology), Chair of the Committee, presented for Faculty Senate information, the Committee's action on several requests to plan new degree programs. The following programs, once prioritized by the Committee, will be presented to the Chancellor to decide whether to request authorization to plan from the UNC-General Administration: Physician Assistant (API #1299), Rehabilitation Counseling (API #1281), Biological Sciences (API #0499), Letters (English, General) (API #1599), History, Maritime (API #2205), Instructional Systems, Curriculum, and Research (API

#0829), Counselor Education (API # 0826), Coastal Resource Management (API #4902) and a new track in Family Relations and Child Development (API #1305).

Professor Wilson then presented, for Faculty Senate approval, the request to establish a new degree program in Mathematical Statistics (API #1702). The request to establish was approved as presented. **RESOLUTION #94-04** (A copy of this request to establish is available for review in the Faculty Senate office, 140 Rawl Annex.)

D. Faculty Affairs Committee

Henry Ferrell (History), Chair of the Committee, presented three items of business. He began with the proposed revisions to *Appendix C. Personnel Policies and Procedures for the Faculty of East Carolina University*. In his presentation, Ferrell outlined the history of these changes to Appendix C, noting that such changes originated with the Board of Governors memorandum mandating the primacy of teaching, which requires that criteria for promotion and tenure be included in Unit Codes, not in By-Laws. He noted that the Committee had met with Dean Lowe on two occasions to discuss the issues raised by the proposed changes in formulating such criteria.

Lowe (Council of Deans) moved to amend by substituting the following for the committee report. Appendix C, Section III, page C-4, amend to read: "The unit administrator's annual performance evaluation of faculty members shall employ criteria approved by the unit and by the vice chancellor for academic affairs, the vice chancellor for health sciences, or the vice chancellor for student life, as appropriate. The approved criteria used in the unit administrator's annual performance evaluation of faculty members shall be contained in the unit code approved by the Chancellor (see *Appendix L*, section B). The annual performance evaluation of faculty members shall be based upon that year's assigned duties and responsibilities (except as earlier noted, for the previous year's Spring semester survey of student opinion) and shall take into account the nature of the assignments in terms of . . ." Appendix C, Section IV, page C-5, amend first paragraph to read: ". . . Evaluation of faculty for purposes of promotion shall be governed in each unit by regulations established in and under the unit's code of operations subject to *Appendix C*. With the approval of the vice chancellor for academic affairs, the vice chancellor for health sciences and dean of the School of Medicine, and vice chancellor for student life, as appropriate, specific regulations governing evaluation of faculty for purposes of promotion may vary from unit to unit. The criteria established for promotion shall be contained in unit codes approved by the Chancellor (see *Appendix L*, section C)." *Appendix L*, Section C, 3e, amend to read: "a section, previously approved by the appropriate vice chancellor, that states regulations, criteria, and weights governing the evaluation of faculty members annually and otherwise for all personnel actions, including recommendations for merit awards, reappointment, promotion, and the award of permanent tenure (see *Appendices C* and *D*)." The motion to amend was seconded.

Lowe spoke in defense of the motion to amend by referring Senators to a memorandum he provided outlining the rationale for the amendment. The primary points of this memorandum were: 1) the amendment is responsive to the requirements stipulated in Administrative Memorandum #338; 2) the amendment maintains the necessary role of the chief academic officer in the establishment of faculty evaluation criteria; 3) the amendment provides consistency between *Appendices C*, *L*, and pending *D*.

Atkeson (History) spoke against the motion to amend, noting some apparent confusion in who approves which portions of a unit code. Under the proposed amendment, the chief academic officer would approve some portions, and the Chancellor others. Lowe responded that the motion to amend is an attempt to retain as much of the current language and procedure of *Appendix C* as possible.

Finley (Human Environmental Sciences) asked why the committee was seeking in its report to remove the vice chancellors from the process. Ferrell responded that vice chancellors were not removed from the process. The committee, in its work to amend the various Appendices to bring them into conformity with Administrative memorandum #338, has moved the criteria for promotion and tenure decisions from By-Laws (which required vice chancellor approval) to Unit Codes (which require Chancellor approval). Ferrell then pointed out that vice chancellors are well represented in the unit code screening process as they have ex officio membership on both the Unit Code

Screening Committee and the Faculty Senate. Additionally, amendments made to *Appendix L* at the previous meeting of the Faculty Senate requires the Chancellor to consult with the appropriate vice chancellor before approving a unit code.

Lowe spoke to clarify his goals in moving the amendment. He expressed concern that consultation with the appropriate vice chancellor and dean be moved to a point earlier in the process than the final screening of a unit code. He also noted that he had some difficulty with the concept of consultation rather than approval.

Bell (Education) spoke in favor of the amendment, noting that the central issue was whether the power of the vice chancellors has been reduced so that they are influencing the final decision rather than inserting the position power earlier in the debate and argument. He noted that the tension produced by vice chancellor input earlier in the process would be beneficial.

Wolfe (Anthropology) noted that the discussion seemed to be similar to one the Senate had in December, at which point the Senate referred these portions of the *Appendix C* back to the committee for reconsideration. She pointed out that the committee's recommendations hadn't changed in the interim, and voiced an intention to recommit this issue to the committee for reconsideration.

Atkeson (History) spoke a second time against the motion to amend the report, reiterating the points made by Ferrell earlier, that the vice chancellors have a clearly defined role in the process and two opportunities in the democratic process to express concerns. Following these opportunities, in a situation where the vice chancellors are voted down, there is still the required approval of the Chancellor. Atkeson noted that it is reasonable to expect Chancellors to consult and listen to vice chancellors, and that a code which failed to win the support of a vice chancellor would have little chance of securing the Chancellor's approval.

The motion to amend the Committee report failed.

Wolfe (Anthropology) moved to recommit the proposed amendments to the committee and charge the committee to include the vice chancellors in a more formal manner in the process. The motion was seconded and failed.

The proposed revisions to *Appendix C. Personnel Policies and Procedures for the Faculty of East Carolina University* were approved as presented. As requested, it is noted that McPherson (Industry & Technology) voted against the proposed revisions to *Appendix C*. **RESOLUTION #94-05**

Professor Ferrell then presented the second item of business which was the proposed revision to *Appendix J. Informal Faculty Grievance Procedure for Grievances Involving Sex Discrimination and Other Equal Employment Opportunity Complaints*. The proposed revision to *Appendix J* was approved as presented. **RESOLUTION #94-06**

Professor Ferrell ended his committee report with the proposed revision to *Appendix K. Equal Employment Opportunity/Affirmative Action Policy of East Carolina University*. There was no discussion. The proposed revision to *Appendix K* was approved as presented. **RESOLUTION #94-07**

#### E. Faculty Welfare Committee

Don Guest (Business), Chair of the Committee, presented three items of business. He began with the proposed revision to the *Faculty Manual*, Part IV. Personnel Policies, subsection Retirement (cf. page 45) to include that the rank of lecturer may be granted emeritus status by the appropriate vice chancellor upon written request by the unit personnel committee, unit head, and appropriate dean.

Several questions were raised from the floor of the Senate concerning the details of this proposal. Ferrell (History) asked if it was possible for a person in a fixed term position to retire. Farr (English) asked if the "seven-year" cap was still in place, and if so, then a lecturer could stay no more than seven years. Hough (Faculty Assembly) and McPherson (Ind. and Tech) noted that currently lecturer is not a faculty rank. Following this discussion, Hough moved that the proposed revision to

the *Faculty Manual*, Part IV. Personnel Policies (cf. page 45) concerning the rank of lecturer was recommitted to the Faculty Welfare Committee for further study and to investigate the question of "Can a lecturer retire?". **RESOLUTION #94-08**

Professor Guest then presented the second item of business which was the proposed revision to the *Faculty Manual*, Part III. Academic Information, to include a subsection on the privileges granted to retired faculty.

Following several questions clarifying specific provisions, the proposed revision to the *Faculty Manual*, Part III. Academic Information, concerning privileges granted to retired faculty was approved as presented. **RESOLUTION #94-09** (Please refer to the list of resolutions at the conclusion of this report for the list of privileges.)

Professor Guest concluded his committee report with the proposed revision to the *Faculty Manual*, Part III. Academic Information, to include a subsection on the privileges granted to faculty with emeritus status.

Ferrell (History) recommended an editorial change to item 1., to read "Lifetime use of a departmental mailing address." There was no objection to this editorial change. Farr (English) recommended an editorial change to items 5. and 6. causing those items to begin with "Right to be named as an ex-officio." There was no objection to this editorial change.

The proposed revision to the *Faculty Manual* concerning privileges granted to faculty with emeritus status was approved as amended. **RESOLUTION #94-10** (Please refer to the list of resolutions at the conclusion of this report for the list of privileges.)

#### F. General Education Committee

Gerhard Kalmus (Biology), Chair of the Committee, presented three items of business. He began by requesting to withdraw the proposed revised procedure for new courses. He stated that this procedural revision would be acted upon by the Faculty Senate when the Committee on Committee's report on revisions to Academic Committee charges was brought back to the Faculty Senate.

Professor Kalmus then presented the second item of business which was the proposed revisions to the Curriculum Course Proposal form. He again requested to withdraw this item. He stated that this form revision would be presented again at a later date, following the Faculty Senate's action on the proposed revisions to the Academic Committee charges.

Professor Kalmus concluded his committee's report by presenting the restatement of the General Education Goals and Objectives.

Clark (Theater Arts) moved to amend the report on page six, goals 2 and 3, by adding "dance" into the Component Rationale between "drama" and "literature." The motion was seconded and passed.

Bissinger (Physics) proposed an editorial amendment to the Component Rationale for Goal 1 of the Natural Sciences Component on page four, adding "and the understanding of errors encountered in measuring, modeling, and quantification" between the words "experimentation" and "in differentiating." The editorial amendment was accepted.

Atkeson (History) moved to amend the Component Rationale for the Mathematics Goal 1 on page four by deleting the last sentence in the rationale. The motion to amend was seconded and passed.

Following discussion, the restatement of the General Education Goals and Objectives, to be considered a working document and to be amended as needed, was approved as amended. **RESOLUTION #94-11**

#### G. Teaching Effectiveness Committee

Parmalee Hawk (Education), Chair of the Committee, presented the proposed parking privileges for recipients of Teaching Excellence Awards. As requested by Atkeson (History), it is noted that he

proposed the following amendment (which failed): "that recipients of Teaching Excellence Awards be given a salary merit increment specifically for teaching excellence beyond any other salary increment for that year." Following a brief discussion, the proposed parking privileges for recipients of Teaching Excellence Awards failed.

H. Unit Code Screening Committee

Bill Grossnickle (Psychology), Secretary of the Committee, presented the revised Department of Mathematics Code of Operations. There was no discussion. The revised Department of Mathematics Code of Operations was approved as presented. **RESOLUTION #94-12** (A copy of the unit code is available for review in the Faculty Senate office, 140 Rawl Annex.)

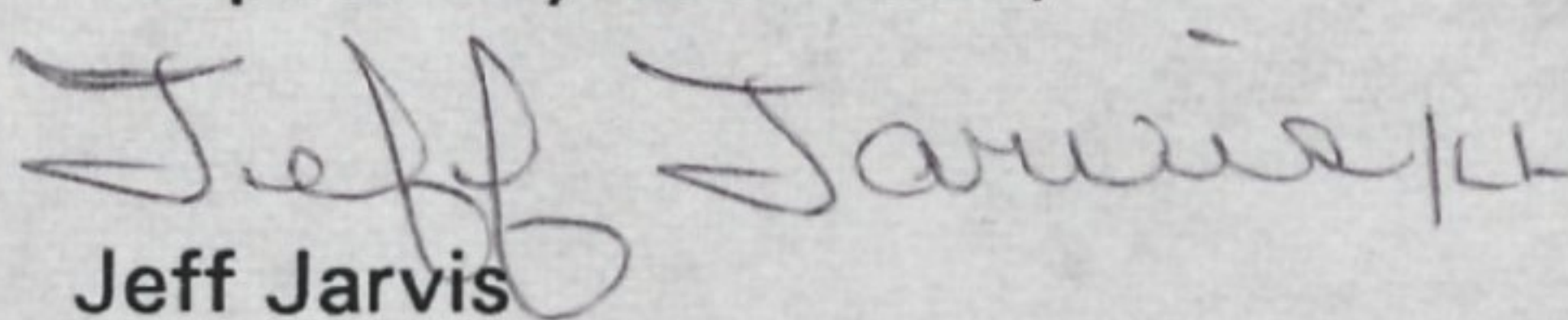
I. Ad Hoc Committee to Review Administrative Evaluations

Linda Allred (Psychology) and Jeff Johnson (Sociology) presented the committee's recommendations concerning the department chair evaluations.

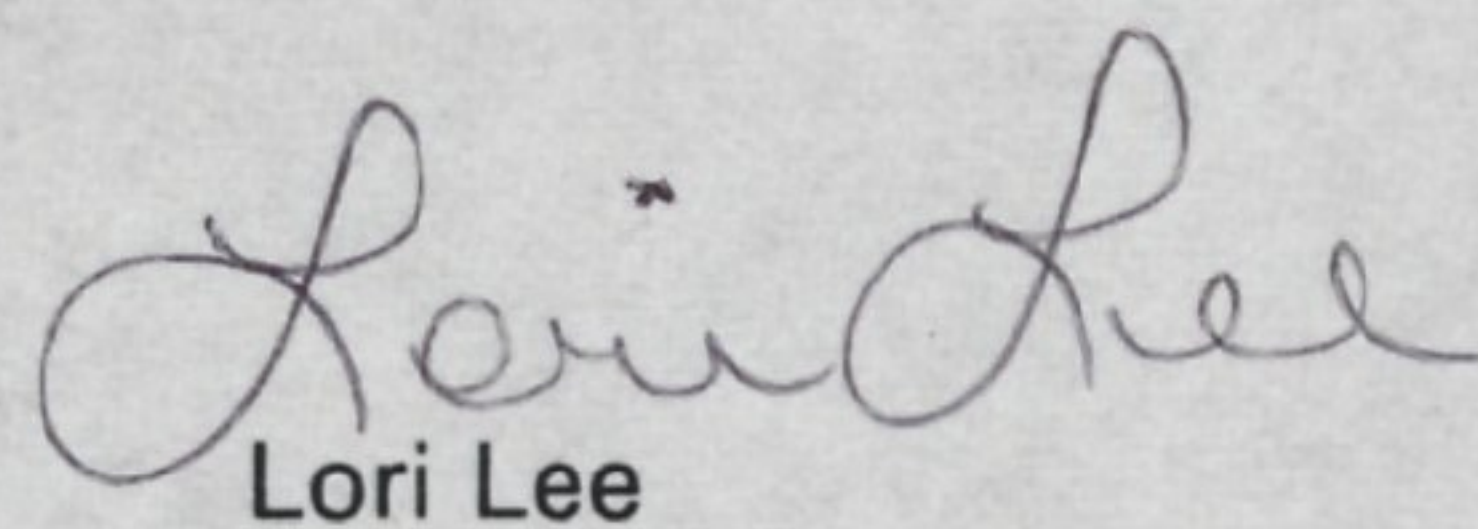
The recommendations concerning department chair evaluations was approved as presented. **RESOLUTION #94-13** (Please refer to the list of resolutions at the conclusion of this report for the full recommendations.)

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

Respectfully submitted,



Jeff Jarvis  
School of Music  
Secretary of the Faculty



Lori Lee  
Faculty Senate Office

**RESOLUTIONS PASSED AT THE FEBRUARY 22, 1994, FACULTY SENATE MEETING.**

#94-03 Undergraduate Curriculum Committee matters contained in the minutes of January 27, and February 10, 1994.

**Disposition:** Chancellor

#94-04 Request to establish a new degree program in Mathematical Statistics (API #1702). A copy of this request is available for review in the Faculty Senate office.

**Disposition:** Chancellor

#94-05 Revisions to *Appendix C. Personnel Policies and Procedures for the Faculty of East Carolina University* as follows:

Appendix C, Section III, page C-4.

Replace: "The unit administrator's annual performance evaluation of faculty members shall employ criteria approved by the unit and by the vice chancellor for academic affairs, the vice chancellor for health sciences, or the vice chancellor for student life, as appropriate, which shall be based upon that year's assigned duties and responsibilities (except, as earlier noted, for the previous year's Spring semester survey of student opinion) and shall take into account the nature of the assignments in terms of"

with: "The unit administrator's annual performance evaluation of faculty members shall employ the criteria contained in the unit code approved by the chancellor (see *Appendix L, Section C*). The evaluation shall be based upon that year's assigned duties and responsibilities (except, as earlier noted, for the previous year's Spring semester survey of student opinion) and shall consider:"



Appendix C, Section IV, page C-5, 1st paragraph,

Replace: ". . . Evaluation of faculty for purposes of promotion shall be governed in each unit by regulations established in an under the units code of operations subject to *Appendix C*. With the approval of the vice chancellor for academic affairs, the vice chancellor for health sciences and dean of the School of Medicine, and the vice chancellor for student life, as appropriate, specific regulations governing evaluation of faculty for purposes of promotion may vary from unit to unit. As a minimum each unit shall.."

with: ". . . Evaluation of faculty for purposes of promotion shall accord with the regulations established in accordance with the unit code and shall employ the criteria contained in the unit code approved by the chancellor (see *Appendix L, Section C*). Specific regulations and criteria governing evaluation of faculty for purposes of promotion may vary from unit to unit. As a minimum each unit shall."

Disposition: Chancellor

#94-06 Revision to *Appendix J. Informal Faculty Grievance Procedure for Grievances Involving Sex Discrimination and Other Equal Employment Opportunity Complaints* as follows:

Appendix J, Section A. page J-1, 1st paragraph,

Replace: ". . . Therefore, it is university policy that no member of the faculty will suffer discrimination in his or her employment status as a member of the faculty on the basis of race, color, religion, sex, age, national origin, creed, handicap, or political affiliation...."

with: ". . . Therefore, it is university policy that no member of the faculty will suffer discrimination in his or her employment status as a member of the faculty on the basis of race, color, religion, sex, **sexual orientation**, age, national origin, creed, handicap, or political affiliation...."

Disposition: Chancellor

#94-07 Revision to *Appendix K. Equal Employment Opportunity/Affirmative Action Policy of East Carolina University* as follows:

Appendix K., page K-1, 3rd paragraph,

Replace: "East Carolina University is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees based on race, color, national origin, religion, sex, age, or handicap."

with: "East Carolina University is committed to equality of educational opportunity and does not discriminate against applicants, students, or employees based on race, color, national origin, religion, sex, **sexual orientation**, age, or handicap."

Disposition: Chancellor

#94-08 Re commitment of proposed revision to *Faculty Manual, Part IV. Personnel Policies* concerning the rank of lecturer to the Faculty Welfare Committee.

Disposition: Faculty Welfare Committee

#94-09 Revision to *Faculty Manual, Part III. Academic Information* to include the following:

**RETIRED FACULTY**

The following privileges are awarded to retired faculty:

1. Use of campus mailbox for a period of one year, subject to availability.
2. Right to be included in the University catalogues and directories.
3. Continuance of eligibility to take one course per semester without fees, subject to class availability.
4. Access to library services under the same conditions as active faculty, including the use of the shuttle bus, subject to space availability.
5. Continuance of eligibility to purchase tickets to inter-collegiate athletic, cultural, and entertainment events under the same conditions as active

- faculty.
6. Access to the University Employee Assistance Program (EAP) when such services are available. This will include information on Social Security, financial, insurance, and retirement assistance.
  7. University identification card upon request.
  8. Membership in the University Credit Union under the same conditions as active members, subject to the University Credit Union By-Laws.
  9. Free campus parking decal, valid in all locations, with the exception of private parking lots.

**Disposition: Chancellor**

#94-10 Revision to *Faculty Manual*, Part III. Academic Information to include the following:

**EMERITUS STATUS FOR FACULTY**

Upon the recommendation of the unit personnel committee, unit head, and appropriate dean, the appropriate vice chancellor may grant the faculty retiree emeritus status. The following privileges are awarded to this individual:

1. Lifetime use of departmental address.
2. Free campus parking decal, valid in all locations, with the exception of private parking lots.
3. Voting membership of the general faculty in convocation and entitled to the privileges of such membership. Emeritus faculty will not have voting privileges within their respective units.
4. Support services within their respective unit, subject to the availability of resources and discretion of unit head.
5. Right to be named as an ex-officio member of a University standing Faculty Senate Academic Committee, including ad-hoc committees, task forces, and subcommittees.
6. Right to be named as an ex-officio member of a University standing Graduate School Committee, including ad-hoc committees, task forces, and subcommittees.
7. Right to be included in the University catalogues and directories.
8. Continuance of eligibility to take one course per semester without fees, subject to class availability and space.
9. Access to library services under the same conditions as active faculty, including the use of the shuttle bus, subject to space availability.
10. Access to recreational facilities under the same conditions as active faculty and covered by the same liability insurance.
11. Continuance of eligibility to purchase tickets to inter-collegiate athletic, cultural, and entertainment events under the same conditions as active faculty.
12. Access to the University Employee Assistance Program (EAP) when such services are available. This will include information on Social Security, financial, insurance, and retirement assistance.
13. Continuance of eligibility to march, wearing appropriate regalia, in University commencement exercises and other University formal processions, as active faculty.
14. University identification card upon request.
15. Membership to the University Credit Union under the same conditions as active members, subject to the University Credit Union By-Laws.

**Disposition: Chancellor**

#94-11 Restatement of the General Education Goals and Objectives, to be considered a working document and to be amended as needed. (A copy of this full report will be distributed to all Academic Unit Heads following action by the Chancellor. During the interim, copies are available in the Faculty Senate office, 140 Rawl Annex.)

**Disposition: Chancellor**

#94-12 Revised Department of Mathematics Code of Operations. (A copy for review is available in the Faculty Senate office, 140 Rawl Annex.)

**Disposition: Chancellor**

- #93-13 Recommendations concerning department chair evaluations as follows:
1. This committee recommends that the DECAD be adopted as instrument to gather faculty input on department chair performance.
  2. The committee also recommends that an open-ended, semi-structured series of questions be attached to the DECAD such that faculty can augment their ratings of department chairs with more in-depth comments. The responses to this section of the faculty survey would be returned to the department chair for feedback purposes only; individual department chairs could at their own volition forward these responses to their deans, if they so wish.
  3. The committee suggests that the open-ended questions follow the format used in an early version of the DECAD. These are:
    - A. Which matters need attention in the department during the next year or two?
    - B. Identify any departmental policies or procedures which:
      - 1) you feel need immediate improvement
      - 2) are particularly effective and should be emphasized.
    - C. What is the most important observation you can make about your department chair's:
      - 1) administrative effectiveness?
      - 2) administrative style?
    - D. Other comments:
  4. Two schools (Art and Social Work) are not organized into departments and thus do not have formal department chairs. Both schools do, however, have associate deans or coordinators, serving under the respective deans, who have many of the same responsibilities of more traditional department chairs. After examining the university organizational chart and consulting with the respective deans, the committee recommends the following:
    - A. The Associate Deans for Graduate Studies, and Undergraduate Studies, and the Directors of Criminal Justice, and Field Education in the School of Social Work should be rated by faculty on the DECAD since their responsibilities more closely resemble those of department chairs in other schools;
    - B. Coordinators in the School of Art should *not* be rated by faculty on the DECAD since:
      - 1) their responsibilities are quite different from department chairs in other schools, and;
      - 2) the School of Art currently uses an in-house instrument for regularly collecting faculty ratings of these coordinators.

(Copies of the DECAD Chairperson Information Form and DECAD Survey Form -- Faculty Reactions to Chairperson Activities are available for review in the Faculty Senate office, 140 Rawl Annex.)

**Disposition:** Chancellor