

PLEASE POST FOR ALL FACULTY TO READ!

EAST CAROLINA UNIVERSITY  
FACULTY SENATE

FULL MINUTES OF 26 MARCH 1996

The seventh regular meeting of the 1995-96 Faculty Senate was held on Tuesday, 26 March 1996, in the Mendenhall Student Center Great Room.

**Agenda Item I. Call to Order**

Chair Don Sexauer called the meeting to order at 2:10 p.m.

**Agenda Item II. Approval of Minutes**

The minutes of 20 February 1996, were approved as written.

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

A. Roll Call

Senators absent were: Professors Blinson and Brent (Education), Bohannon and Nida (Human Environmental Sciences), Kataria and McMillen (Medicine), Allred (Psychology), Ray (Theatre Arts), Chancellor Eakin, Givens (Faculty Assembly Representative), and Uhr (Academic Council Representative).

Alternates present were: Ayers for Evans (Chemistry), Eudey for Woodside (Math), and Dolezal for Fiordalisi (Medicine).

B. Announcements

1. The Chancellor has approved the following resolutions:  
96-9 Request for authorization to establish a new degree program in Biomedical Physics.  
96-10 Undergraduate curriculum matters contained in the meetings of 11 January and 25 January 1996.
2. Dr. Eakin was unable to attend the Faculty Senate meeting due a scheduled meeting in Chapel Hill with the UNC Administrative Council.
3. The Committee on Committees is requesting more tenured faculty members to volunteer to serve on any of the five standing Appellate Committees. At present, there are twenty-four upcoming vacancies on these committees. If interested, please call the Faculty Senate office at ext. 6537.
4. The Faculty Senate now has a web page on the East Carolina University Home Page. The location is <http://ecuvax.cis.ecu.edu>. Faculty are encouraged to view this new information and forward any concerns or suggestions to the Faculty Senate office.
5. All Academic Committees' Annual Reports are due in the Faculty Senate office no later than 1 May 1996.
6. Copies of the *1995-96 ECU Fact Book* will be distributed to all Faculty Senators and Alternates in early April. Please call the office of Planning and Institutional Research if you do not receive a copy.
7. A special thanks was extended to Chancellor and Mrs. Eakin for the wonderful reception that was held at their home on 15 March 1996, honoring the Faculty Senate.
8. Revised 1997-98 Research and Teaching summer stipend and project expense grant proposal forms will be available in the Faculty Senate office beginning Wednesday 24 April 1996.
9. The Faculty Governance Committee met on 13 March 1996, to discuss two issues forwarded to them via the Chair of the Faculty. Those issues, reduction of faculty probationary terms and off-track faculty probationary terms, were in regard to the Interim Vice Chancellor for Academic Affairs' memorandums dated 8 February 1996, and 13 February 1996, respectively. The Committee adopted the following clarifications:
  1. *Appendix D* states that "the normal probationary term for the professorial ranks, as established at the time of initial appointment, shall be...." This was intentional to remove ambiguity in previous versions of *Appendix D*. Thus, the promotion of an assistant professor

to associate professor before the end of the probationary term has no effect on the original contractual probationary term. Of course, a faculty member could apply for early tenure following Section II.C.5.

2. In order to afford the maximum opportunity for tenure, it is the position of the Faculty Governance Committee that the probationary term for personnel hired at the professorial ranks, whose contract date occurs earlier than the beginning of the Fall semester, will be measured from the beginning of the subsequent Fall semester. Of course, a faculty member could apply for early tenure following Section II.C.5.

C. Tinsley Yarbrough, Interim Vice Chancellor for Academic Affairs

Interim Vice Chancellor Yarbrough began by reporting on the number of faculty in each academic rank. Please refer to the attached copy of Vice Chancellor Yarbrough's report entitled *Longitudinal Profile of Faculty Tenure Status*. Vice Chancellor Yarbrough announced that the General Administration is working on a blanket articulation agreement with community colleges. A series of committees will be formed to deal with specifics of the agreement as related to specific disciplines. A call for nominations to serve on these committees is forthcoming from the General Administration and, when required, will be called for.

Simon (Political Science) commented on the apparent increase in the number of administrators and asked how many of these came from faculty lines. Bob Thompson (Institutional Research) indicated that the apparent increase resulted from a shift of chairs from faculty to administrative classifications.

D. James Hallock, Vice Chancellor for Health Sciences

Vice Chancellor Hallock reported on a *U.S. News and World Report* ranking of schools of medicine that listed the ECU School of Medicine as 14th in the nation in primary care and fourth in rural medicine. The current matching of graduates with prospective hospitals in which internships will be served resulted in 74% first choice matches. Primary care is the chosen area of 70% of current graduating students. Thirty five percent will go into family medicine. Current matches are spread around the country. Several practice sites are being developed around the region. This involves the establishment of an infrastructure between the School of Medicine and physicians in surrounding areas to provide educational opportunities for School of Medicine students and more effective patient care in surrounding areas. Questions about the legality of establishing such contracts have been answered by the Attorney General's office.

E. Richard Brown, Vice Chancellor for Business Affairs and  
David Watkins, Associate Vice Chancellor for Academic Affairs

Vice Chancellor Brown and Dr. Watkins reported on the structure and activities of the Information Resources Coordinating Council. They have been involved with the development of a vision statement and plan for the use of information technologies on campus. After meeting with a consultant from Case Western Reserve University the council came up with an action plan. Included in the plan are the need to develop a vision statement, the creation of a training center (possibly in the library), the determination of what tools are needed by faculty to facilitate their mission, the possibility of creating chatrooms to improve faculty-student interaction. The council also recognized the need to employ consultants in disciplines or to retrain current faculty in technology skills, the need to expand network connections for campus, and the need for additional funds to accomplish these goals. Support is being requested for many of these initiatives from the General Administration. The council is also looking at e-mail systems, shareware, expand multimedia equipped classrooms, how we can obtain more resources, and the possibilities of reallocation of funds, grants and contracts, gifts, creative partnerships with technology firms, how we can do a better job of promoting what we do well. Among the other topics being discussed are voice response systems for registration, other technologies that might improve the registration process, the availability of information on record tags on the web, availability of course listings on the web, the oversight of home page development, the one card system, the kiosk project, information retrieval, the rapid pace of technology change, limited staffing.

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Hough (Faculty Assembly) asked when those faculty, not currently connected to the computer system, might expect to be included. Vice Chancellor Brown responded hopefully this summer. Wilson (Sociology) asked why students should pay \$12 per month for connecting to the computer system. Vice Chancellor Brown indicated that computer access is available free on campus but off campus users will have to subscribe to a service through which access might be made.

Ferrell (History) asked who on the faculty are involved with this council and are there going to be scanning stations available in the library? Watkins responded that there are several faculty serving on the council including Don Sexauer (Art), Karl Wuensch (Psychology), Rodney Schmidt (Music), and Kay Dennis (Nursing) and the availability of scanners in the library would be best addressed by the Director of Academic Library Services.

**F. Approval of Spring 1996 University Graduation Roster**

Satterfield (Art) moved the approval of the Spring 1996 University Graduation roster subject to the candidates' successful completion of their degree requirements. **Resolution #96-11**

**Agenda Item IV. Unfinished Business**

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

**Agenda Item V. Report of Committees**

**A. Calendar Committee**

Nancy Moss (Nursing), Vice Chair of the Committee, presented first the proposed revisions to the approval Fall 1996 and Fall 1997 University Calendars. There was no discussion and the revised Fall 1996 and Fall 1997 University Calendars were approved as presented. **Resolution #96-12** (Copies of these calendars may be obtained by calling the Faculty Senate office at ext. 6537.)

Professor Moss then presented the proposed Summer 1998, Fall 1998, and Spring 1999 University Calendars. Ferrell (History) asked if the weekend university was taken into consideration when the calendar was being developed. Professor Moss indicated that it was and that no conflicts were noted. Farr (English) asked if the committee considered the early beginning of the Fall semester and/or starting a week later in the Fall? Moss responded that the committee did consider these issues and the calendar recommended has the least number of conflicts.

Following discussion, the proposed Summer 1998, Fall 1998, and Spring 1999 University Calendars were approved as presented. **Resolution #96-13** (Copies of these calendars may be obtained by calling the Faculty Senate office at ext. 6537.)

**B. Educational Policies and Planning Committee**

Madge Chamness (Allied Health Sciences), Chair of the Committee, presented the proposed revisions to the *ECU Faculty Manual*, Section V. Academic Information .

Grossnickle (Psychology) indicated his concern about the process for authorization to plan for undergraduate degrees, stating that the curriculum committee had been removed from the process and should they be included in the process? Chamness responded with a review of the charge of the Educational Policies and Planning Committee and their rationale for the proposed revisions. Vice Chancellor Feldbush questioned the flow of the approval process relative to graduate programs and SACS requirements. He suggested that the graduate council, through his office, make recommendations regarding graduate programs and that the Educational Policies and Planning Committee comment relative to budget matters. Ferrell (History) asked how the Educational Policies and Planning Committee would find out what the graduate council was doing. Chamness stated that graduate council representatives serve on the Educational Policies and Planning Committee. Vice Chancellor Yarbrough indicated that deans can and do discuss programs with the appropriate vice chancellors. Ferrell (History) questioned the duality of the system whereby deans are recommending to the vice chancellor, bypassing the normal process. Bob Thompson (Planning and Institutional Research) indicated that the system as presented is, in fact, the way the process currently works.

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Hough (Faculty Assembly) commented on Vice Chancellor Feldbush's comments that the flow chart was incorrect. Chestang (Geography) suggested that in an effort to put everything in one place, the committee may have put too much information in the charts. Joyce (Physics) commented on the function of the Educational Policies and Planning Committee as originally constituted; a committee to resolve differences between the faculty senate and the graduate council.

Simon (Political Science) moved that the report be referred back to Committee and include modifications discussed at the faculty senate meeting. Wolfe (Anthropology) asked that if anyone had concerns that they should make them available to the committee. Farr (English) suggested that the committee clarify the current process and not suggest new procedures. Chamness asked if the committee had the authority to change items. Don Sexauer, Chair of the Faculty, responded that the committee can do as it wishes and the Faculty Senate would then dispose of the matter. The motion passed.

Following discussion, the proposed revisions were recommitted to the Committee for further study. Faculty were asked to submit concerns in writing to Professor Chamness located in the School of Allied Health Sciences, Belk Building. **Resolution #96-14**

### C. Faculty Governance Committee

Jim Joyce (Physics), Chair of the Committee, presented first the proposed revision to the *ECU Faculty Manual*, Appendix A, Faculty Constitution, Section V. Organization of the Faculty Senate. Hough (Faculty Assembly) questioned why add another vice chancellor and why the vice chancellor for research and not one of the others. Joyce responded that with the campus research interest, why not the vice chancellor for research? He stated that the other vice chancellors did not deal directly with academic matters. The Faculty Senate will be asked to act upon this report at the next Faculty Senate meeting scheduled for 16 April 1996. Following action by this body, and upon approval by the Chancellor and General Faculty at Fall Convocation, the revised section of Appendix A will be forwarded to each faculty member for placement in their *ECU Faculty Manuals*.

Professor Joyce then presented the proposed revision to the *ECU Faculty Manual*, Appendix L, ECU Code, Section D. Code Unit Changes. There was no discussion and the proposed revision to the *ECU Faculty Manual*, Appendix L, ECU Code, Section D. Code Unit Changes was approved as presented. **Resolution #96-15** (Please refer to the list of resolutions at the end of this report for the full revision. Upon approval by the Chancellor and Board of Trustees, the revised section of Appendix L will be forwarded to each faculty member for placement in their *ECU Faculty Manuals*.)

Professor Joyce then presented the proposed revisions to the *ECU Faculty Manual*, Appendix X, Grievance Procedures for Complaints of Sexual or Racial Harassment or Discrimination or Conflicts of Interest Brought Against ECU Faculty Members or Administrators Holding Faculty Status, Appendix V, Sexual Harassment, Discrimination, and Conflicts of Interest Policies, and Appendix W, Racial and Ethnic Harassment. Ferrell (History) asked about the source of these requests. Joyce indicated that the Board of Governors requested them. Ferrell also asked if the timing of such actions would be indicated. Joyce indicated that the actions by the Chancellor can happen at any time.

Following discussion, the proposed revision to the *ECU Faculty Manual*, Appendix X, Grievance Procedures for Complaints of Sexual or Racial Harassment or Discrimination or Conflicts of Interest Brought Against ECU Faculty Members or Administrators Holding Faculty Status, Appendix V, Sexual Harassment, Discrimination, and Conflicts of Interest Policies, and Appendix W, Racial and Ethnic Harassment were approved as presented. **Resolution #96-16** (Please refer to the list of resolutions at the end of this report for the full revisions. Following approval by the Chancellor, these revisions will be forwarded to each faculty member in August for placement in their *ECU Faculty Manuals*.)

### D. University Curriculum Committee

Jim Smith (Business), Chair of the Committee, presented the undergraduate curriculum matters contained in the meeting minutes of 8 February and 22 February 1996. There was no discussion.

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and the minutes were approved as distributed. Resolution #96-17 (Copies of the approved minutes are available in the Faculty Senate office.)

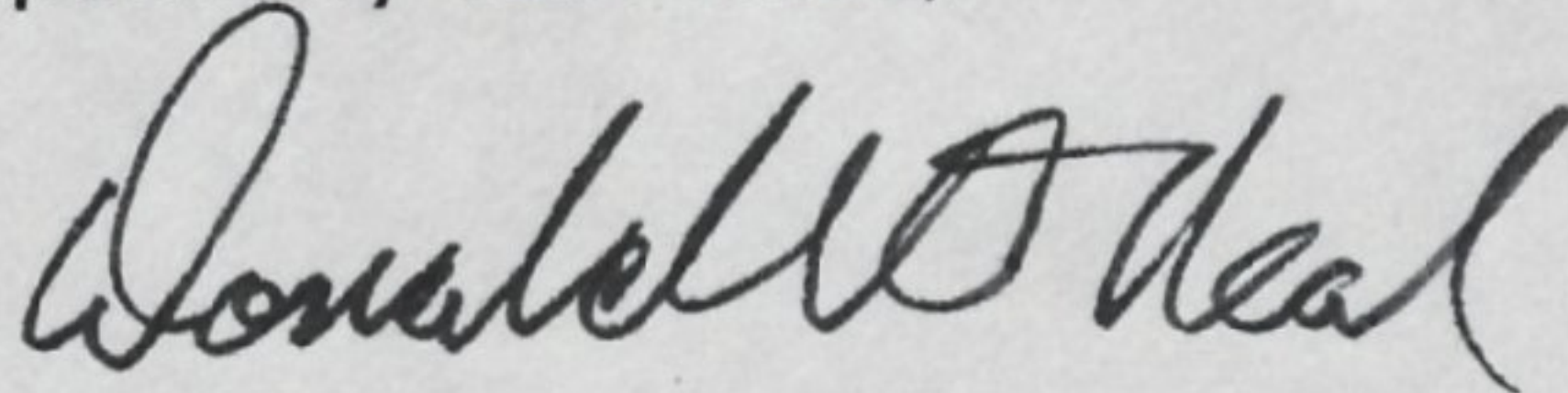
E. Ad Hoc Committee on Faculty-Student Nonacademic Grievances  
Bernard Kane (Allied Health Sciences), a member of the Committee, presented the committee's report on faculty-student nonacademic grievances. Ferrell (History) complimented the committee on their report and asked if they were given any assurances that the problems encountered would not be encountered again. Kane responded that the administrators likely to be involved in such encounters were aware of the problems and did not foresee the repetition of the previous situation. Following discussion the report was approved as presented. Resolution #96-18 (Please refer to the list of resolutions at the end of this report for the full report.)

Agenda Item VI. New Business

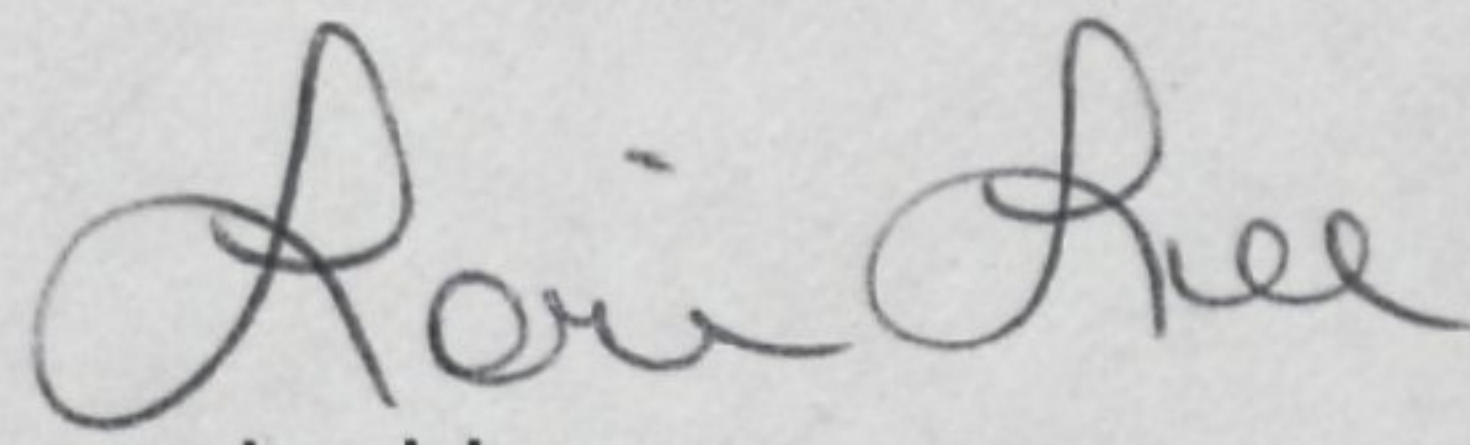
There was no new business to come before the Faculty Senate at this time.

There being no further business, the meeting adjourned at 4:15 p.m.

Respectfully submitted,



Donald Neal  
Department of Geology  
Secretary of the Faculty



Lori Lee  
Faculty Senate office  
Administrative Assistant

**RESOLUTIONS PASSED AT THE 26 MARCH 1996, FACULTY SENATE MEETING.**

- #96-11 Spring 1996 University Graduation roster subject to the candidates' successful completion of their degree requirements.  
Disposition: Chancellor
- #96-12 Revised Fall 1996 and Fall 1997 University Calendars. (Copies of these calendars may be obtained by calling the Faculty Senate office at ext. 6537.)  
Disposition: Chancellor
- #96-13 Summer 1998, Fall 1998, and Spring 1999 University Calendars. (Copies of these calendars may be obtained by calling the Faculty Senate office at ext. 6537.)  
Disposition: Chancellor
- #96-14 Educational Policies and Planning Committee's report on proposed revisions to the *ECU Faculty Manual*, Section V. Academic Information, Curriculum Development, was recommitted to the Committee for further study. Faculty were asked to submit concerns in writing to Professor Chamness located in the School of Allied Health Sciences, Belk Building.  
Disposition: Educational Policies and Planning Committee
- #96-15 Revision to the *ECU Faculty Manual*, Appendix L, ECU Code, Section D. Code Unit Changes as follows:  
"D. Code Unit Changes  
1. The policies and procedures set forth in this section apply to the following code unit changes:  
a. dissolving a code unit without terminating faculty members' employment,  
b. dividing a code unit into two or more code units,  
c. merging a code unit with one or more code units,  
d. moving a code unit,

- e. *changing a code unit's status from a department in the College of Arts and Sciences to a professional school, or from a professional school to one or more departments in the college,*
- f. *renaming a code unit,*
- g. *any combination of the above.*

*Changes will not occur until the faculty members in the units affected and the Faculty Senate have the opportunity to recommend to the Chancellor approval or disapproval of the proposed changes as originally presented or as amended by the affected units or the Faculty Senate.*

- 2. *Proposals recommending code unit changes of the sort listed above may be initiated by:*
  - a. *at least one-fourth of a code unit's faculty members or*
  - b. *by administrators holding faculty status.*

*Proposals must include at least a vestigial code of operations reflecting the changes and detailed plans for any faculty who might be displaced by the change.*

- 3. *Procedures for making code unit changes are as follows:*
  - a. *The person(s) initiating a proposal will provide copies of the proposal to the faculty members and unit administrators of all code units to be altered by the proposed changes.*
  - b. *Within 15 working days after the proposal has been distributed the initiator(s) will meet to discuss the proposal with the faculty members of the unit(s) or with representatives elected by each affected unit, the unit administrators, and the appropriate deans and vice chancellors (or their representatives).*
  - c. *Within 10 working days after this meeting, the faculty members of each affected unit will meet and vote their approval or disapproval of the proposal in its original form or as amended and then will communicate in writing the results of their action to their unit administrator.*
  - d. *Within 10 working days the unit administrator will forward to the next higher administrator the results of the unit's action and his or her concurrence or non-concurrence with the unit's action.*
  - e. *Within 10 working days the next higher administrator will communicate in writing to the initiator(s) and to the appropriate vice-chancellor(s) the following: the unit faculty's action, the unit administrator's concurrence or non-concurrence with that action, and his or her concurrence or non-concurrence with that action.*
  - f. *The initiator(s) shall present copies of the proposal, the affected units' faculty recommendations, and the relevant administrators' concurrence or non-concurrence to the chair of the Educational Policies and Planning Committee. The committee shall consult with appropriate deans and vice-chancellors, and, if it deems necessary, with other faculty members and administrators. Within 40 working days (during the regular academic year), the committee will report its recommendations to the Faculty Senate.*
  - g. *The Faculty Senate will vote in a timely manner to recommend to the Chancellor the approval or disapproval of the proposal as originally received by the Educational Policies and Planning Committee or as amended by the Faculty Senate.*
  - h. *If the changes are approved by the Chancellor (and higher authority if necessary), implementation of these changes will be overseen by a committee including a faculty member appointed by the Chancellor, a faculty member appointed by the Chair of the Faculty, and a faculty member appointed by the Educational Policies and Planning Committee. The committee will provide timely reports on progress to the Educational Policies and Planning Committee.*

(Upon approval by the Chancellor and Board of Trustees, the revised section of Appendix L will be forwarded to each faculty member for placement in their *ECU Faculty Manuals*.)

Disposition: Chancellor, Board of Trustees

- #96-16 Revisions to the *ECU Faculty Manual*, Appendix X, Grievance Procedures for Complaints of Sexual or Racial Harassment or Discrimination or Conflicts of Interest Brought Against ECU Faculty Members or Administrators Holding Faculty Status, Appendix V, Sexual Harassment, Discrimination, and Conflicts of Interest Policies, and Appendix W, Racial and Ethnic Harassment. (Following approval by the Chancellor, this revision will be forwarded to each faculty member in August for placement in their *ECU Faculty Manuals*.) Those revisions were as follows:

Revise *Appendix X*, by adding the following at the end of Section I. Preamble as follows:  
*"The chancellor may take such disciplinary action as he or she deems appropriate, including discharge, suspension from employment, or reduction in rank."*

Revise *Appendix V*, by adding a new section at the end of the document as follows:  
*"VII. Disciplinary Action*  
*See section I of Appendix X of the ECU Faculty Manual for the policies and procedures governing disciplinary actions that may be taken against faculty members who violate these policies."*

Revise *Appendix W*, by adding a new section at the end of the document as follows:  
*"VI. Disciplinary Action*  
*See section I of Appendix X of the ECU Faculty Manual for the policies and procedures governing disciplinary actions that may be taken against faculty members who violate these policies."*

Disposition: Chancellor

- #96-17 Undergraduate curriculum matters contained in the meeting minutes of 8 February and 22 February 1996. (Copies are available in the Faculty Senate office, 140 Rawl Annex.)

Disposition: Chancellor

- #96-18 Ad Hoc Committee on Faculty-Student Nonacademic Grievances conclusions:

- 1) Non-academic grievances against students by faculty are already covered by the *Student Code of Conduct*.
- 2) Non-academic grievances against faculty by students appear to be rare.
- 3) No new formal policies are necessary at this time.
- 4) The following statement was developed by the Committee for inclusion in the *Student Handbook*:

*"In situations where a student has a non-academic complaint against a faculty member, the student should report the complaint to the office of the Dean of Students for possible resolution. The Dean of Students, as a courtesy, will contact the faculty member involved and discuss options for mediating the problem with the faculty member and the student."*

Disposition: Faculty Senate

# Longitudinal Profile of Faculty Tenure Status (School of Medicine Excluded) Fall 1988-Fall 1995

Year	Employee Type	Tenured					On Tenure Track					Not on Tenure Track					Total	
		Full-time		Part-time			Full-time		Part-time			Full-time		Part-time				
		N	%Tot	N	FTE	%Tot	N	FTE	%Tot	N	FTE	%Tot	N	FTE	%Tot	N	FTE	FTE
1995	Faculty	427	49.5%	2	1.0	0.12%	237	27.5%	0	0.0	0.00%	164	19.0%	86	32.8	3.80%	916	861.8
	Admin	90	81.4%	0	0.0	0.00%	4	3.6%	0	0.0	0.00%	16	14.5%	1	0.6	0.54%	111	110.6
	Total	517	53.2%	2	1.0	0.10%	241	24.8%	0	0.0	0.00%	180	18.5%	87	33.4	3.43%	1027	972.4
1994	Faculty	408	48.2%	1	0.5	0.06%	244	28.8%	0	0.0	0.00%	154	18.2%	105	39.3	4.65%	912	845.8
	Admin	91	85.8%	0	0.0	0.00%	4	3.8%	0	0.0	0.00%	10	9.4%	2	1.0	0.94%	107	106.0
	Total	499	52.4%	1	0.5	0.05%	248	26.1%	0	0.0	0.00%	164	17.2%	107	40.3	4.24%	1019	951.8
1993	Faculty	399	48.1%	1	0.3	0.03%	229	27.6%	2	1.2	0.14%	161	19.4%	93	38.3	4.62%	885	828.7
	Admin	88	91.1%	0	0.0	0.00%	3	3.1%	0	0.0	0.00%	5	5.2%	1	0.6	0.62%	97	96.6
	Total	487	52.6%	1	0.3	0.03%	232	25.1%	2	1.2	0.12%	166	17.9%	94	38.9	4.21%	982	925.3
1992	Faculty	432	50.8%	1	0.5	0.06%	212	24.9%	2	0.8	0.09%	163	19.2%	104	42.2	4.96%	914	850.5
	Admin	33	92.7%	0	0.0	0.00%	0	0.0%	0	0.0	0.00%	2	5.6%	1	0.6	1.69%	36	35.6
	Total	465	52.5%	1	0.5	0.06%	212	23.9%	2	0.8	0.08%	165	18.6%	105	42.8	4.83%	950	886.1
1991	Faculty	427	53.9%	2	1.3	0.16%	204	25.8%	1	0.5	0.06%	123	15.5%	92	36.3	4.58%	849	792.0
	Admin	40	96.2%	0	0.0	0.00%	0	0.0%	0	0.0	0.00%	1	2.4%	1	0.6	1.44%	42	41.6
	Total	426	51.1%	1	0.8	0.09%	213	25.6%	1	0.3	0.04%	111	13.3%	92	34.3	4.11%	844	833.6
1990	Faculty	426	54.2%	1	0.8	0.10%	213	27.1%	1	0.3	0.04%	111	14.1%	92	34.3	4.37%	844	785.4
	Admin	38	85.2%	0	0.0	0.00%	1	2.2%	0	0.0	0.00%	5	11.2%	1	0.6	1.35%	45	44.6
	Total	464	55.9%	1	0.8	0.09%	214	25.8%	1	0.3	0.04%	116	14.0%	93	34.9	4.21%	889	830.0
1989	Faculty	440	55.3%	1	0.8	0.09%	201	25.2%	1	0.5	0.06%	119	14.9%	110	35.1	4.41%	872	796.4
	Admin	25	90.6%	0	0.0	0.00%	0	0.0%	0	0.0	0.00%	2	7.2%	1	0.6	2.17%	28	27.6
	Total	465	56.4%	1	0.8	0.09%	201	24.4%	1	0.5	0.06%	121	14.7%	111	35.7	4.34%	900	824.0
1988	Faculty	456	57.3%	0	0.0	0.00%	181	22.8%	0	0.0	0.00%	129	16.2%	86	29.4	3.69%	852	795.4
	Admin	25	90.6%	0	0.0	0.00%	0	0.0%	0	0.0	0.00%	2	7.2%	1	0.6	2.17%	28	27.6
	Total	481	58.4%	0	0.0	0.00%	181	22.0%	0	0.0	0.00%	131	15.9%	87	30.0	3.64%	880	823.0

Notes: Tenured and on-track faculty include personnel who are partially on leave without pay for grants or other activities.

This chart's "total faculty counts" differ from other charts due to the inclusion of "temporary" faculty and faculty in administrative positions.

Nursing and Allied Health faculty and administrators are included in this chart's totals. Only SOM is excluded!

Selection Criteria = a) currently employed b) EPA c) coded as faculty or administrator d) rank either Professor, Associate Professor, Assistant Professor, Instructor, or Lecturer e) rank modifier = None, Distinguished, Clinical, Research, Librarian, Visiting, Visiting Distinguished, or Visiting Librarian.

Faculty headcount and FTE does not include ROTC faculty.



# Longitudinal Profile of Faculty Tenure Status (All ECU Units Included) Fall 1988-Fall 1995

Year	Employee Type	Tenured					On Tenure Track					Not on Tenure Track					Total	
		Full-time		Part-time			Full-time		Part-time			Full-time		Part-time				
		N	FTE	N	FTE	%Tot	N	FTE	N	FTE	%Tot	N	FTE	N	FTE	%Tot	N	FTE
1995	Faculty	589	49.6%	3	1.9	0.16%	311	26.2%	1	0.9	0.1%	243	20.5%	104	41.0	3.5%	1251	1186.7
	Admin	115	79.0%	0	0.0	0.00%	5	3.4%	0	0.0	0.0%	25	17.2%	1	0.6	0.4%	146	145.6
	Total	704	52.8%	3	1.9	0.14%	316	23.7%	1	0.9	0.1%	268	20.1%	105	41.6	3.1%	1397	1332.3
1994	Faculty	573	48.9%	1	0.5	0.04%	329	28.1%	3	2.4	0.2%	214	18.3%	130	52.1	4.5%	1250	1171.0
	Admin	116	81.4%	1	0.5	0.35%	5	3.5%	0	0.0	0.0%	20	14.0%	2	1.0	0.7%	144	142.5
	Total	689	52.5%	2	1.0	0.08%	334	25.4%	3	2.4	0.2%	234	17.8%	132	53.1	4.0%	1394	1313.5
1993	Faculty	565	48.4%	1	0.3	0.02%	329	28.2%	3	2.1	0.2%	218	18.7%	134	52.0	4.5%	1250	1166.3
	Admin	107	85.0%	0	0.0	0.00%	5	4.0%	0	0.0	0.0%	13	10.3%	2	0.9	0.7%	127	125.9
	Total	672	52.0%	1	0.3	0.02%	334	25.8%	3	2.1	0.2%	231	17.9%	136	52.9	4.1%	1377	1292.2
1992	Faculty	579	49.9%	1	0.5	0.04%	324	27.9%	2	0.8	0.1%	206	17.7%	132	50.4	4.3%	1244	1160.7
	Admin	51	85.1%	0	0.0	0.00%	2	3.3%	0	0.0	0.0%	6	10.0%	2	0.9	1.5%	61	59.9
	Total	630	51.6%	1	0.5	0.04%	326	26.7%	2	0.8	0.1%	212	17.4%	134	51.3	4.2%	1305	1220.6
1991	Faculty	565	51.3%	2	1.3	0.11%	332	30.1%	1	0.5	0.0%	162	14.7%	101	41.0	3.7%	1163	1101.7
	Admin	60	91.1%	0	0.0	0.00%	2	3.0%	0	0.0	0.0%	3	4.6%	2	0.9	1.3%	67	65.9
	Total	426	36.5%	1	0.8	0.06%	213	18.2%	1	0.3	0.0%	111	9.5%	92	34.3	2.9%	844	1167.6
1990	Faculty	556	50.9%	1	0.8	0.07%	339	31.1%	1	0.3	0.0%	156	14.3%	101	39.6	3.6%	1154	1091.7
	Admin	58	82.2%	0	0.0	0.00%	3	4.2%	0	0.0	0.0%	9	12.7%	1	0.6	0.8%	71	70.6
	Total	614	52.8%	1	0.8	0.06%	342	29.4%	1	0.3	0.0%	165	14.2%	102	40.2	3.5%	1225	1162.3
1989	Faculty	552	51.1%	1	0.8	0.07%	333	30.8%	1	0.5	0.0%	154	14.3%	120	40.4	3.7%	1161	1080.7
	Admin	47	87.7%	0	0.0	0.00%	2	3.7%	0	0.0	0.0%	4	7.5%	1	0.6	1.1%	54	53.6
	Total	599	52.8%	1	0.8	0.07%	335	29.5%	1	0.5	0.0%	158	13.9%	121	41.0	3.6%	1215	1134.3
1988	Faculty	553	52.4%	0	0.0	0.00%	309	29.3%	0	0.0	0.0%	160	15.1%	96	34.4	3.3%	1118	1056.4
	Admin	47	87.7%	0	0.0	0.00%	2	3.7%	0	0.0	0.0%	4	7.5%	1	0.6	1.1%	54	53.6
	Total	600	54.1%	0	0.0	0.00%	311	28.0%	0	0.0	0.0%	164	14.8%	97	35.0	3.1%	1172	1110.0

Notes: Tenured and on-track faculty include personnel who are partially on leave without pay for grants or other activities.

This chart's "total faculty counts" differ from other charts due to the inclusion of "temporary" faculty and faculty in administrative positions.

Selection Criteria = a) currently employed b) EPA c) coded as faculty or administrator d) rank either Professor, Associate Professor, Assistant Professor, Instructor, or Lecturer e) rank modifier = None, Distinguished, Clinical, Research, Librarian, Visiting, Visiting Distinguished, or Visiting Librarian.

Faculty headcount and FTE does not include ROTC faculty.