

FACULTY SENATE MINUTES

December 16, 1975

The Faculty Senate met on Tuesday, December 16, 1975, at 2:00 p.m. in Room 101, Nursing Building. The following members were absent: Henderson, Ray, Koldjeski, Read. The following alternates were present: Bernard Kane for Smith, John Satterfield for Reep, Bettie Hooks for Penry. The following ex-officio members were absent: Jenkins, Holt, Howell, Monroe.

The minutes of November 11, 1975 were approved.

SPECIAL ORDER OF THE DAY

The Chairman welcomed Umesh Gulati who replaces Joseph Romita from the School of Business upon his retirement at the end of Fall Quarter.

Mr. Benjamin commented that he has received a memo from Rick Ketner, SGA Secretary of Academic Affairs, concerning weekend retreats. The memo is available in the Faculty Senate Office for persons interested in reading it.

The Chairman noted that senators and faculty members presenting new business items to the Agenda Committee should present well-defined resolutions. Some complaints have been registered that too little information or only vague information has been provided in the Agenda making it impossible for a senator to adequately prepare for the meeting.

Mr. Benjamin read a letter from Chancellor Jenkins regarding the effectiveness of unit codes and results of votes on unit heads. The Chancellor objects to this information being circulated for two reasons: (1) it is confidential personnel information and (2) the ECU Code does not assign the Faculty Senate any part in the administration of the section of the code dealing with evaluations.

The Chairman also read another letter from Chancellor Jenkins regarding the Medical School Code. (See attachment).

Mr. Benjamin announced that he has received an invitation to the meeting of the Board of Trustees on January 7 in Mendenhall at 3:00.

The Chairman reported that the Ad Hoc Quarter-Semester Committee met to consider progress made in the conversion and to establish further guidelines. The following persons were appointed to a reviewing committee: Ed Ryan, S. Daugherty, M. Bassman, H. Rothfeder, B. Bezanson, and ex-officio Holt and Benjamin. The purpose of the sub-committee will be to review all of the units' conversions. S. Daugherty was appointed chairperson. It was agreed that each unit will submit to this Review Committee its entire conversion package on a deadline to be determined by the unit and the committee between March 1 and April 30. Mr. Benjamin noted that a conversion of 3 q.h. to 3 semester hours for a unit's entire curriculum is not a regular conversion and may result in a unit reworking its entire conversion in May and June. There must be some demonstration that a reduction has been made or that provision has been made to offer courses in alternate years. A check will be made to verify that a unit can teach its curriculum without the addition of new staff or substantial increase in physical plant. The Review Committee will either approve the conversion or return it to the unit for revision. The committee will report to and be advised by the Ad Hoc Quarter-Semester Committee. A copy of the minutes of the Ad Hoc Quarter-Semester Committee is available for reading in the Faculty Senate Office.

Mr. Benjamin thanked Mr. Ferrell, Ms. Moore, Ms. Briley, Mr. Williams, and Mr. Haggard for the excellent job they did in preparing the Symposium on Collective Bargaining. Mr. Williams presented a report on the Symposium. It was held Thursday,

December 4, from 3:00 to 5:00 and was well attended with about 150 people being present. Representatives from AFT, AAUP, and NEA were present. A question and answer period followed the presentations. Mr. Williams noted that the major difficulty was that the representatives were prepared to talk about collective bargaining and our faculty wanted to talk about the process and legality of organizing. The question was raised whether ECU could be a separate bargaining unit or must it belong to a unit composed of the sixteen campuses of the university system. The union representatives went to Chapel Hill the next day and made their presentation to the UNC Faculty Assembly. In general, two objectives were accomplished by this symposium: (1) the representatives brought us detailed and concrete information on the topic and (2) they pointed out the problematic reality of current working conditions. Mr. Williams asked that the minutes note that the Chancellor and Administration of ECU supported the Symposium and faculty efforts to organize.

The Chairman mentioned that the Ad Hoc Screening Committee has issued a memorandum dated December 9 entitled "Processing Codes After They Have Come Back From The Chancellor."

Mr. Benjamin announced that the Senate will have a special called meeting on Thursday, December 18, in Brewster C-103 at 2:00 p.m. to discuss the tenure draft. He also noted that attendance would be taken. This meeting is necessary because the Senate was unable to discuss and vote on Appendix D at the Tuesday meeting. When the Agenda Committee met on December 2, it appeared that the document would be completed in time to be presented on Tuesday. Mr. Schmidt and Mr. Benjamin went to Chapel Hill on December 5 and met with Mr. Phay and Mr. Dawson. While most of the document was in good order, they requested substantial changes in the organization and that it be triple-spaced. Information from the hearing held under Mr. Campion's direction on December 8 necessitated some modification. Mr. Benjamin noted that this document must be ready for the Board of Trustees to consider at the January 7 meeting and it must then be forwarded to Chapel Hill within the same week. He noted that the Senate wants the opportunity to consider the document and to represent the views of the faculty. Mr. Benjamin commented that the Senate certainly should go on record as having voted on this important document. Members of the drafting committee will be present to respond to questions at the Thursday meeting. The Chairman extended his apologies to those who had presented items to the Agenda Committee to be placed on the Agenda of this meeting. He noted that on December 2, we had reason to believe that most of this meeting would be spent on treating Appendix D. The Chapel Hill session on December 5 rendered it impossible to meet this deadline. Items postponed will appear on the Agenda for the January 20 meeting.

Mr. Woodside presented a report on the Faculty Assembly. (See attachment). He noted that the resolution on liability is to consider extending the liability insurance to faculty members. Mr. Everett asked if this liability insurance would cover faculty members liable for accidents in labs. Mr. Woodside replied yes. Mr. Ferrell pointed out that since state funds are used for insurance then faculty members should be covered also. The Board of Governors, Board of Trustees, and the administration are already being covered by liability insurance. Mr. Garrison asked if non-advocates had an effect at the Collective Bargaining Symposium in Chapel Hill. Mr. Williams replied that Mr. Murphy was lucid and noted that he is an arbitrator. He is neither for nor against collective bargaining but pointed out legal problems. Ms. Kares asked how much interest there was in collective bargaining in schools such as UNC or State. Mr. Woodside commented that a straw vote may be held at the next Faculty Assembly meeting. He also noted that he would like to see this vote take place because the Assembly should get an indication of how the members feel. Mr. Woodside also mentioned that ECU should have an indication on how the Senate feels about collective bargaining. He asked that senators consult their unit and a vote can be held at the next Senate meeting. Mr. P. Adler asked for more information on the Resolution on Decline of Literacy that was passed 32 to 9. He asked what the minority concern was. Mr. Woodside explained that the emphasis is on the reading and writing deficiency. Mr. Williams noted that the resolution was from English

teachers. Mr. Woodside said there was debate on the wording.

UNFINISHED BUSINESS

Mr. P. Adler distributed a substitute resolution concerning access to employment records. (See attachment). This is to be part of the original resolution. (See Faculty Senate Minutes for November 11, 1975). He noted that the Chancellor's memo answered the first part of the original resolution. This resolution will ensure that the personnel-action committees of the various units know what is going on. Mr. Brown stated there is a rumor that the Hour and Wage Division is investigating salaries in various departments. Ms. Bell replied that there is a man on campus investigating violations of labor laws. She said if we do not do it then someone from Washington, D. C. will come and do it for us. Ms. P. Daugherty asked how useful is the Faculty Manual criteria. Mr. P. Adler replied that this material is out of date. There is no relation to the actual practice. He noted that the information is vague and that there are no priorities. The six elements for merit are left unranked. Therefore, many departments are very confused. The necessary steps to obtain tenure and merit salary increases should be made clear. He said that bitterness should be avoided. There should be a clear statement in each unit of what will be considered as elements of merit service. Mr. Everett agreed with Ms. P. Daugherty that this will serve no useful purpose. He said that each department should set up its own criteria. Mr. P. Adler replied that this resolution instructs the departments to make the information public and the unit must notify people of changes. Mr. Satterfield commented that this is imposing on the codes of the units. Any addition to approved unit codes made by the Faculty Senate conflicts with the Code. People should decide democratically in their own unit. Mr. P. Adler stated that this adds publication of criteria in the unit. Mr. E. Ryan made the following amendment to the motion: "Each unit must make public its criteria for promotions, merit raises, and granting of permanent tenure." Mr. Keusch seconded the amendment. The Chairman noted that this amendment is to be inserted into the main motion and the handout resolution deleted. Ms. Potter commented that the past should not be considered. The codes give us a fresh start. Mr. P. Adler noted it is difficult to make a fresh start. There is not a scratch line after eight years with the institution. The question was called and the amendment passed. Mr. Martinez asked for the main motion to be reread. He spoke against the motion. Mr. Woodside asked to whom this criteria would be made public. Mr. E. Ryan suggested to post it on the bulletin board. Mr. Woodside moved to add "to the unit" after "make public." Mr. Everett seconded. The question was called. The amendment to add "to the unit" after "make public" passed. The question was called on the main motion. The motion passed.

REPORT ON COMMITTEES

A. University Curriculum Committee. Ms. Stella Daugherty presented the Minor in Social Welfare (B.A. or B.S.); Minor Area of Study for Social Work Majors; Revised Industrial and Technical Education Major, B. S. Degree; Revised Industrial Technology Major, B. S. (Professional) Degree; Revised B. S. Professional Degree, B. A. Degree, and B. S. Teaching Degree in Geology (see University Curriculum Committee Minutes for October 30, 1975); B. S. Degree in Political Science; B. A. Degree Minor in Comparative Government and International Relations; Revised Rehabilitative and Therapeutic Option under Curriculum for B. S. Degree in Parks, Recreation and Conservation Major (see University Curriculum Committee Minutes for November 6, 1975). The question was called and the motion passed.

B. Calendar Committee. Mr. Ed Hooks presented the University Calendar for 1976-77. (See Faculty Senate Agenda for December 16, 1975). He noted that on page 2 of the Agenda 10:00 a.m. should be 10:00 p.m. Also, on pages 3, 5, and 7, the Chemistry examination schedule should read: "Chemistry 34, 35, 136, 62, 63, 64, 65, 66"

There was no objection from the Senate to add these courses. Mr. Sparrow commented that members of the English Department had expressed concern about the short period of time between the end of Winter Quarter on March 1 and the beginning of Spring Quarter on March 3. He also noted that the Thanksgiving vacation was short and that the Christmas vacation was shorter than this year. He remarked that the whole calendar seems to be in keeping with the state policy of attrition in faculty salaries. Mr. Hooks replied that the Thanksgiving vacation was shorter because the coming semester calendar makes it necessary. The question was called. The motion to accept the calendar passed.

C. Committee on Committees. Mr. C. Adler presented a report from the Committee on Committees. (1) The charge of the Facilities Planning and Development Committee will be presented at the next Senate meeting. (2) Mr. C. Adler read a letter from Chancellor Jenkins regarding the Employee Benefits Committee and the Faculty Welfare Committee in which he states that he appointed the Employee Benefits Committee as an administrative committee and that he will continue to appoint all of its members. However, the Faculty Welfare Committee may bring for consideration any recommendations it wishes to the Employee Benefits Committee. (3) Mr. C. Adler commented that the administration agrees with the suggested amended charge of the Computer Committee. In reference to the last sentence of the charge of the Computer Committee (see Faculty Senate Agenda for December 16, 1975), Mr. Everett asked what can the department buy for use in its own department. Mr. C. Adler replied that this sentence was put in at the request of the administration. Even if each department has its own money to use, they are fragmenting university money. The term "duplicate existing computer services" will be defined by practice. Ms. Potter asked if money given as gifts can be used to buy computing equipment. Mr. C. Adler answered that areas of overlap will have to be decided. The Computer Policy Committee will handle disagreements. The question was called and the amendment to the charge of the Computer Committee adopted May 13 was passed. There is discussion on the campus concerning a new computer for the future. Mr. C. Adler suggested that the Computer Committee be implemented right away. He noted that based on a response to a request for volunteers to serve on this committee a list of nominees has been drawn up. He distributed these names and a list of the major computer users. (See attachment). Two categories were used to determine usage: (1) number of jobs submitted by the department and (2) percentage of computer time. He noted that the two do not necessarily go together. The computing time is more important. He also noted that the departments listed make up the top 90 percent of either category. The major computer user is not a controversial topic. Mr. C. Adler stated that if elected to this committee, members who are on other Senate committees will resign their other committee and that he had their conditional resignation letters. Mr. Woodside moved to accept the slate as presented. Mr. Davis seconded. Mr. Garrison asked if these departments are close to each other in usage. Mr. C. Adler replied that it depended on the way you look at it. Test grading was not considered in computer usage. The question was called and the motion to accept the nominees as members of the committee passed.

D. Ad Hoc Screening Committee. Mr. Campion presented the Physics Code and cover sheet. The question was called to accept the Physics Code. The motion passed. Mr. Campion stated that he had no other codes to offer at this time; however, he had received an avalanche of codes in the last few days and that these would be finished after the holidays. Ms. Bell asked that since Health Affairs Library only had two minor changes in their code did they have to go through all the channels as spelled out in the new system. Mr. Campion replied that they could submit the two changes.

The meeting adjourned at 3:30 p.m.

Respectfully submitted,

Conner Atkeson,
Secretary
Sharon Johnston,
Faculty Senate Office Secretary

LETTER FROM CHANCELLOR JENKINS
REGARDING MEDICAL SCHOOL CODE

"I wish to inform you that the School of Medicine is hereby exempted from the necessity of developing the unit code which other fully organized, staffed and operating units of the University have developed since the Board of Trustees approved the Code of East Carolina University in April, 1974.

It is entirely appropriate for the School of Medicine to delay the development of its permanent code until the School has achieved the status commonly recognized for a developing medical school. This status obviously includes the presence of at least several senior level faculty members and/or departmental chairmen in the major clinical disciplines who should participate in the formulation of the Code for the School. An interim code is unnecessary in this situation.

It is my understanding that the Senate has acted to direct the School of Medicine to formulate an interim unit code. Since I have not received the minutes of the Senate's last meeting, it is not clear precisely what directions were given to whom. Therefore, I request this letter be read to the Senate during its next meeting and, further, that it be entered into the minutes of the meeting."

FACULTY ASSEMBLY REPORT

The Faculty Assembly met on December 5, 1975, for the Fifteenth Meeting in Chapel Hill. The East Carolina delegation was present, Bob Woodside, Tom Williams, Pat Daugherty, and Henry Ferrell.

The major thrust of the meeting centered upon the workshop on collective bargaining with representatives from the AFT, AAUP and NEA as well as Professor William Murphy of the Law School at UNC-CH who appeared as a non-advocate. The Assembly received a report on the two and a half hour meeting for information, and no resolutions were forthcoming during the meeting. The Assembly established two new committees, Budget, Planning and Programs Committee and Academic Freedom and Tenure Committee, indicating the continuing concerns of the Assembly.

Two resolutions were passed for President Friday's attention. The Resolution on Decline of Literacy Among Entering Undergraduates supports the May, 1975, statement of English faculties of The University. In the debate on the motion, some Faculty Assembly delegates were in agreement with the sentiments expressed in the May statement but objected to the procedures suggested to remedy the problem. These delegates and others also felt that other basic skills were deficient as well. The resolution passed thirty-two to nine.

A Resolution on Liability Insurance was transmitted to President Friday to be forwarded to the appropriate committee of the Board of Governors. The resolution passed unanimously with little debate.

SUBSTITUTE RESOLUTION DISTRIBUTED BY P. ADLER

The Faculty Senate instructs the personnel-action committees of the various units of the university to obtain a concrete, detailed statement from the proper administrative officials of the criteria employed in the recent past for tenure, promotion, and salary increase decisions for the unit's faculty. In those units wherein no such statement is forthcoming or is deemed incomplete or at variance with recent practice the committee shall take due cognizance of that fact in deliberating such criteria for future application. The personnel committees shall take every necessary step to inform the faculty of the presently employed criteria and of changes as they may occur.

The above resolution was deleted and the following passed in its place:

Each unit must make public to the unit its criteria for promotion, merit raises, and granting of permanent tenure.

MEMBERS OF COMPUTER COMMITTEE

Dr. Byron Coulter, Physics	1976
Dr. James Hix, Jr., Chemistry	1976
Dr. James F. Wirth, Mathematics	1976
Dr. Yoon Hough Kim, Sociology & Anth.	1977
Dr. Oral E. Parks, Political Science	1977
Dr. Ralph L. Scott, Library Services	1977
Dr. F. Milam Johnson, Mathematics	1978
Dr. James Joyce, Physics	1978
Dr. Robert C. Morrison, Chemistry	1978

MAJOR COMPUTER USERS

Accounting	Mathematics
Biology	Physics
Business Administration	Political Science
Chemistry	School of Medicine
Library Services	Sociology & Anthropology