

FACULTY SENATE MINUTES

January 24, 1984

The fifth regular meeting of the Faculty Senate for the academic year 1983-84 was held on Tuesday, January 24, 1984, at 2:10 p.m. in Mendenhall Student Center, Room 244, with James LeRoy Smith, chair, presiding. Members absent were: Downing (Drama); O'Brien, Brinn, and Laupus [ex officio] (Medicine); and Chancellor Howell. Alternates present were: Adler for Sayetta (Physics).

Approval of Minutes

The minutes of December 6, 1983, were approved as distributed.

Agenda Item 3A: Announcements from the Chair

1. Chancellor Howell could not attend the Senate meeting because he is attending an Administrative Council meeting at the General Administration in Chapel Hill.
2. I was distressed at the headline in the January 15 issue of the local newspaper which read, "ECU Faculty Concern for Pay Not Overwhelming." The headline does not accurately reflect the report, nor does the report completely convey my point, which was that we have faculty committees here at East Carolina University and in the Faculty Assembly that are studying these matters, that we are concerned about equity both within the system and across state lines, and that, even though we are faring poorly in these comparison, we are not overwhelmed by our plight: we are a productive faculty and we continue to be dedicated to East Carolina University and to higher education in the state of North Carolina. As you may know, the Board of Trustees at North Carolina State University passed a resolution on January 7 expressing concern over the low salaries of their faculty as compared to similar institutions. That Board was concerned that the erosion of real salary would cause their university to lose professors. The Board wanted to draw the attention of the Governor and the members of the General Assembly to the comparative facts of the matter. We at East Carolina should do likewise, through the two avenues we have for making recommendations--to the Chancellor and our own Board of Trustees and, through our delegates, to the Faculty Assembly. I have therefore prepared two drafts for your consideration today under New Business. I will then urge you to act affirmatively on this matter, thereby calling for a fair salary increment for 1984-85.

Also under New Business today, Janice Faulkner from RDI wishes to address the Senate, and the Chancellor has asked that we consider an issue raised by some faculty--regarding a policy on smoking in classrooms and classroom buildings--and make a recommendation to him. Thus, with your permission, the four items under New Business would be:

- A. Report on Student Life Activities (Elmer Meyer)
- B. Report on RDI and NCHC (Janice Faulkner)
- C. Consideration of Salary Resolutions
- D. Considerations of a Smoking Policy in Classroom Buildings.

There were no objections to these additions.

3. The Chancellor has approved the following Senate Resolutions from the December meeting: 83-48: Setting Fall Break for 1985: October 21-22.  
83-49: The curriculum revisions as passed by the Senate.

83-51: The resolution on Patent Policies.

(83-50: Codes, is being reviewed by his committee).

4. The Board of Trustees will meet at East Carolina on February 17th. The agenda will be finalized by Chancellor Howell and Chairman Ralph Kinsey in the next ten days.
5. The newly organized Planning Commission of East Carolina University (about which Chancellor Howell addressed the Educational Policies and Planning Committee and about which we reported here at our November meeting) met on January 12, 1984. Chancellor Howell commented that the planning process is on-going and that a cooperatively reached consensus rather than majority vote was necessary for the full support of all concerned to be effective. The Vice Chancellors were asked to submit a report concerning what items in the 1982-92 document have been acted upon. The next meeting will be March 22, 1984. Johnson(HPERS) added that Chancellor Howell told the committee that if a topic which affects a particular unit is addressed, that unit will be represented and have a vote and that the focus of the Planning Commission should be general in nature.
6. The Teaching Effectiveness Committee has recommended to Dr. Volpe that the student opinion poll be run the week of March 19th. Dr. Volpe has indicated that such will be done and has informed all unit heads of this fact and has requested that the Office of Institutional Research and the Computing Center consider this to have a high priority so that the data will be available to unit heads and faculty by May 1st. Dr. Volpe has also indicated that such data should be only part of the process of evaluating teaching effectiveness and has encouraged units to develop other criteria if they have not as yet done so.
7. Pursuant to the recommendation of this Faculty Senate at the October meeting, Resolution 83-43, that "the Chairperson of the Faculty provide the Faculty Welfare Committee with annual, updated salary study information as soon as possible after October 1 of each year," I have, in working with Ted Ellis, Chair of the Welfare Committee; Tom Johnson, who has overseen the development of the salary study; and Dr. Volpe made the following arrangements: A permanent access code/user code file will be continued in the Computing Center for use by Faculty Senate and Academic Committees, with no item to be removed from that file without written authorization by the Chair of the Faculty (the salary study will be so stored); Dr. Volpe supports the policy and Mr. Melvin Buck, Director of the Personnel Office has offered his aid to the idea of utilizing the data base being developed by the latter office. Further, Dr. Volpe and the Welfare Committee support the continued overseeing of the study by Dr. Johnson until such time as a final framework for a continuing study is approved. This framework should allow compliance with the October Senate resolution.
9. The Officers of the Senate (Smith, Daugherty, Engelke, Longhill, and Ayers) met with Vice Chancellor Lanier to discuss the draft of a policy statement concerning Institutional Advancement activities. In that no Faculty Senate Committee advises that area of University activity, Vice Chancellor Lanier sought Senate input in that manner. We made several suggestions which were incorporated into the draft. The draft will be presented to the Board of Trustees at the February meeting of the Board.
10. The Teaching Grants Committee has asked me to announce that Teaching Grants proposals for the 1984-85 academic year and for summer 1984 are due in the Senate Office by 8 A.M. Friday, February 10th.

11. Margie Gallagher, Chair of the Research and Creative Activity Committee, and I met with Professors Wilms and Faulkner and with Dr. Volpe at the Regional Development Institute on the question of qualifications for applying for Research and Creative Activity Grants. It was clarified that anyone with faculty status could apply, even if part of their activities are with some other component of the University, such as RDI. The criteria that the Committee uses are those accepted this year in revised form by the Senate (cf. Minutes of Senate Meeting of November 15, 1983).
12. The Faculty Affairs Committee has completed its hearings on the six-year cap for fixed term appointees and is expected to report to the Senate at the February meeting.
13. Dr. J. William Byrd (Physics) has informed me that he has passed the suggestions from senators onto the Patent Committee and has incorporated those suggestions to mutual satisfaction into the Patent Policy document. This document will be presented to the Board of Trustees at the February meeting. A copy of the revised document is available in the Senate office.
14. Lastly, but very importantly, here are the reports from the six current search committees which are active at East Carolina:

Clinton Downing, Education, Chair of the Search Committee for the Arts and Sciences Deanship reports that the closing date for applications was January 16 and that a schedule of interviews with the two candidates is as follows:

February 1

With Deans of Professional schools

- 10:00 Professor Eugene Ryan - Brewster D-210
- 11:00 Professor J. William Byrd - Brewster D-210

With Faculty of Arts and Sciences

- 3:30 Professor Ryan -- Jenkins Auditorium

February 2

With Departmental Chairs of Arts and Sciences

- 10:00 Professor Byrd -- Brewster D-210
- 11:00 Professor Ryan -- Brewster D-210

With Faculty of Arts and Sciences

- 3:30 Professor Byrd -- Jenkins Auditorium

February 3

Candidates meet with Search Committee:

- 11:00 Professor Byrd -- Brewster D-210
- 12:00 Professor Byrd -- Brewster D-210

February 7

Search Committee will convene at 2 p.m. to deliberate--hopes to have name to Vice Chancellor Volpe by evening of February 8, 1984.

Joseph Boyette, Dean of the Graduate School, reports as Chair of the Search Committee for the Dean of the School of Music that there is one candidate, Charles Stevens, who will meet faculty February 1 at 3:30 p.m. in A. J. Fletcher Recital Hall.

Emily Boyce, chair of the Department of Library Science and chair of the

Search Committee for the Dean of the School of Education, reports that there are numerous applicants and that the committee is in the final screening process. The entire faculty will be invited to meet candidates at a time to be set later.

Trenton Davis, chair of the Department of Environmental Health and chair of the Search Committee for the Dean of Home Economics, reports that January 30 is the closing date for applications. There are currently eight applicants and three nominations. Meetings will be announced later.

Tom Eamon, Political Science, and chair of the Search Committee for the Chair of the Department of Political Science, reports a January 1 deadline, that letters of recommendation are still coming in for the 50 applicants. Interviews will be in February with no schedule set as yet.

And, as a member of the Search Committee for the Director of Computing and Informational Services, I can say that an offer has been made subsequent to campus visits by three candidates and that an announcement is expected soon.

3B: Elections: Faculty Assembly Delegate and Two Alternates

As Chair of the Committee on Committees, A. Haney (Art) presented a list of names of faculty who would be willing to serve in the Faculty Assembly. One delegate and two alternates were needed to fill the vacancies. The current delegates and alternates are:

Delegates:

Lawrence Hough, Political Science, 1983-86

Rosalie Haritun, Music, 1982-85

James LeRoy Smith, Philosophy, 1982-85

Alternates:

First: Emily Boyce, Library Science, 1982-85

Second:

Third:

Fourth: Robert Woodside, Mathematics, 1983-86

Nominees for the delegate position and the results of the first ballot were:

Nominees	Ballots		
	First	Second	Third
Emily Boyce	10	24	33
Sylvene Spickerman	5	3	withdrew
Nash Love	4		1
Vila Rosenfeld	5	2	withdrew
Gerhard Kalmus	3	1	
John Longhill	6	6	6
Glen Chappell	2		
Art Haney	2	withdrew	
Kledaras	7	10	9
Muzzarelli	5	3	withdrew
<b>Total Ballots</b>	<b>49</b>	<b>49</b>	<b>49</b>

Boyce was elected as delegate (1984-87). This left three alternate positions to be filled. Pories (Medicine) moved that the alternate positions be filled by the nominees who received the most votes on the third ballot for delegate in descending order (i.e., Kledaras, first alternate; Longhill, second; and Love, third.) Read seconded. The motion failed.

Nominees for the first delegate position and the results of the first ballot for this position were:

First Ballot for First Alternate to Faculty Assembly

<u>Nominees</u>	<u>Votes</u>
Rosenfeld	10
Longhill	12
Kledaras	12
Spickerman	10
Woodside	4
Total Ballots	48

No election. Spickerman withdrew. Pories moved that since there were four slots and four nominees the person receiving the highest votes on the second ballot be elected first delegate and so on in descending order. Spickerman seconded. Johnson (HPERS) called a point of order since the second ballot was in progress and the rules of the election could not be changed. The parliamentarian (Longhill) concurred with Johnson and the motion was not accepted. The results of the second ballot were:

Second Ballot for First Alternate

Rosenfeld	9
Longhill	17
Kledaras	13
Woodside	6
Total Ballots	45

No election. Mayberry (Foreign Languages) moved that on the third ballot the nominee receiving the most votes be elected first alternate and so on. Thomas seconded. The Chair stated he would consider this as an acceptable motion. The Parliamentarian ruled that the motion was in order and needed a majority vote to be adopted. The motion passed (26 for, 17 against). The results of the third ballot for alternate were:

Third Ballot for Alternate

Rosenfeld	6
Longhill	25
Kledaras	11
Woodside	4
Total Ballots	47 (one invalid vote)

Longhill was elected first alternate (1982-85); Kledaras, second alternate (1984-87); Rosenfeld, third alternate (1984-87); Woodside, remains fourth alternate (1983-86).

Agenda Item 4. Unfinished Business

Wilson (Sociology) reported that the department of Sociology, Anthropology, and Economics has voted to accept the recommendation of Chancellor Howell that Section III.E be omitted from its code and wishes to report this to the Faculty Senate. Unless the Faculty Senate chooses to take some action on this, the department assumes that their code is amended as stated in the Chancellor's letter of August 19, 1983.

Agenda Item 5. Report of Committees

No reports.

#### Agenda Item 6A. Report on Student Life Activities

Vice Chancellor Elmer Meyer reported on student life programs. Over 75 percent of the recommendations of the Planning Commission have been implemented or progress has been made on them. Specific achievements include:

1. Two new members have joined the Counseling Center: Dr. Steve Veeters (outreach programming) and Dr. Jim Pinkney (research and assessment).
2. The SGA has been very productive this year. They are sponsoring a panel discussion with the gubernatorial candidates this Friday. They are looking at extending library services, a December graduation, quiet halls in residence dormitories, classes on Labor Day and textbook rental. There has been a 20 percent increase in meal plans this year. Additional dining facilities are planned for Mendenhall.
4. Fleming Dormitory will be air conditioned this summer. Cotton Dormitory will be air conditioned next summer. This will increase the potential for summer workshops.
5. In retention studies four areas have been identified which have an impact on retention. These include academic advisement, career counseling, early student involvement in campus programs and a strong orientation.

Meyer also commended ECU's intramural program, career center, and cooperative efforts with the arts and theatre programs. Also, all faculty will receive permanent ID cards. There will be no charge for the ID cards as money has been made available through Chancellor Howell.

#### Agenda Item 6B: Report on Research Development Institute (RDI) and North Carolina Humanities Commission (NCHC)

Janice Faulkner reported that there are 24 student interns which represent many academic departments and 36 faculty who are working with RDI on various projects. Faulkner encouraged faculty to apply for funds available through the National Endowment for the Humanities. There is \$365,000 available now. An additional \$50,000 has been made available because of the excellent management of the North Carolina program. The next reading cycle is in February. Projects must involve an adult population and demonstrate a collaborative effort between professional colleagues and a community group. RDI will provide interested faculty with assistance in developing grant applications. Next fall RDI will sponsor two conferences held in North Carolina to identify faculty interested in working with public school teachers to improve their competence in their disciplines.

#### Agenda Item 6C: Consideration of Salary Resolutions

The Chair moved that the resolution addressing the Board of Trustees be introduced. (Amended resolutions are attached.) Kledaras seconded. Haney moved to adopt the resolution to the Board of Trustees. Haritun seconded the motion. Adler and Mayberry suggested changes in the wording of the "resolved" section. The motion passed unanimously.

The Chair moved the resolution addressing the Faculty Assembly. Kledaras seconded. E. Ryan (Acting Dean of Arts and Sciences) noted that the first statement which expresses concern about inequities in male/female salaries is not addressed in the "RESOLVED" section and this discrepancy would actually be increased if this resolution were implemented. Haritun moved that a sentence

be added to the "RESOLVED" section asking that a study of the discrepancy be made and reflected in salary increments. Thomas seconded. Pories suggested an amendment that a second "Resolved" be written to address this issue. Grossnickle stated additional funds should be sought to correct the discrepancy. Ryan suggested that the words no less than 15% be inserted. These friendly amendments were accepted. The RESOLVED section was revised (see attached resolution). The motion passed.

Spickerman (Nursing) asked that the Chair provide this information to the reading public. The Chair agreed to do so.

Agenda . Item 6D: Consideration of Smoking Policy in Classroom Buildings

The Chair will refer this concern to the appropriate committee.

The meeting adjourned at 4:10 p.m.

Martha Keehner Engelke  
Secretary of the Faculty

Helen Ruff Broaddus  
Office Sec. of the Faculty Senate

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Resolutions passed by the Faculty Senate January 24, 1984

- 84-1 Amendment to the resolution concerning faculty salaries directed to the Board of Trustees changing the wording of the THEREFORE, BE IT RESOLVED section
- 84-2 Resolution concerning faculty salaries directed to Board of Trustees approved.
- 84-3 Amendment to the resolution concerning faculty salaries directed to the Faculty Assembly adding another RESOLVED section concerning correcting disparities between salaries of male and female faculty. The phrase "no less than 15%" was inserted in the new section.
- 84-4 Resolution concerning faculty salaries directed to Faculty Assembly approved.

Resolution 84-4  
Attachment for New Business, 6C: Resolution Concerning Faculty Salaries  
For the Faculty Assembly

WHEREAS, North Carolina ranks 45th in the United States in average salaries for the top three academic ranks for male professors, with female professors averaging only 84% of that male average,\* and

WHEREAS, average salary in North Carolina public colleges and universities across all ranks (both genders) is lower than that average in the South Atlantic states, which in turn is lower than that average in the United States,\*\* and

WHEREAS, the percent change in the Consumer Price Index since 1967 is 280%, while the percent change in the average faculty salary (assuming average merit increments during years when merit increments were available) is 225%, such that significant erosion of real salary has occurred, both in real terms and relative to other public institutions in the South Atlantic states and in the United States, \*\*\* and

WHEREAS, between 1971-72 and 1981-82, national faculty salary levels have fallen behind substantially in comparison with those in the private sector, faculty real salaries having declined by 20.5% as opposed to a 4.3% for the private sector, \*\*\*\* and

WHEREAS, faculty members of the University have continued to be productive in making significant contributions to this state even in the face of this continued salary erosion, and

WHEREAS, the best younger and senior faculty cannot be expected to come to or remain in a professional context where financial reward is not consistent with the economic health of the immediate and broader society that they so valuably serve,

THEREFORE, BE IT RESOLVED,  
that the East Carolina University Faculty Senate petitions that the Faculty Assembly of the University of North Carolina urge President Friday and the General Administration of the University of North Carolina to:

- a. convey to the Board of Governors and the General Assembly, the faculty's
- b. request that the Board of Governors seek no less than a 15% across-the-board, cost-of-living increment and a 7% additional increment for merit recommendations for EPA personnel of the University for 1984-85.

FURTHER, BE IT RESOLVED,

that the Faculty Assembly urge President Friday and the General Administration to seek additional funds to eliminate the discrepancy between salaries of male and female faculty.

\* The Chronicle of Higher Education, January 18, 1984, p. 21.

\*\* National Center for Education Statistics (HEGIS NCES Form 2300-3).  
These data are also used for the purpose of the AAUP Annual Report on the Status of the Profession. Prepared by Maryse Eymonerie

Associates in McLean, Virginia, 22101.

\*\*\* Employment and Training Report of the President, 1982. Washington, D.C., GPO and records on salary increments, Office of the Vice Chancellor for Academic Affairs, East Carolina University.

\*\*\*\* Academe, July-August, 1983, Volume 69, Number 4, p. 1.

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Resolution 84-2

For the Board of Trustees

WHEREAS, North Carolina ranks 45th in the United States in average salaries for the top three academic ranks for male professors, with female professors averaging only 84% of that male average,\* and

WHEREAS, average salary in North Carolina public colleges and universities across all ranks (both genders) is lower than that average in the South Atlantic states, which in turn is lower than that average in the United States,\*\* and

WHEREAS, the percent change in the Consumer Price Index since 1967 is 280%, while the percent change in the average faculty salary (assuming average merit increments during years when merit increments were available) is 225%, such that significant erosion of real salary has occurred, both in real terms and relative to other public institutions in the South Atlantic states and in the United States,\*\*\* and

WHEREAS, between 1971-72 and 1981-82, national faculty salary levels have fallen behind substantially in comparison with those in the private sector, faculty real salaries having declined by 20.5% as opposed to 4.3% for the private sector,\*\*\*\* and

WHEREAS, the faculty members at East Carolina University have continued to be productive in making significant contributions to this region and this state even in the face of this continued salary erosion, and

WHEREAS, the best younger and senior faculty cannot be expected to come to or remain in a professional context where financial reward is not consistent with the economic health of the immediate and broader society that they so valuably serve,

THEREFORE, BE IT RESOLVED,

that the Faculty Senate of East Carolina University urges Chancellor Howell to convey to the Board of Trustees of East Carolina the faculty's deep concern on these matters and requests that the Board of Trustees solicit, as they can, support for as fair salary increment for the faculty in 1984-85.

\*The Chronicle of Higher Education, January 18, 1984, p. 21.

\*\*from the National Center for Education Statistics (HEGIS NCES Form 2300-3). These data are also used for the purpose of the AAUP Annual Report on the Status of the Profession. Prepared by Maryse Eymonerie Associates, McLean, Virginia 22101.

\*\*\*Employment and Training Report of the President, 1982. Washington, D.C. GPO, and records on salary increments from the Office of the Vice Chancellor for Academic Affairs, East Carolina University.

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