

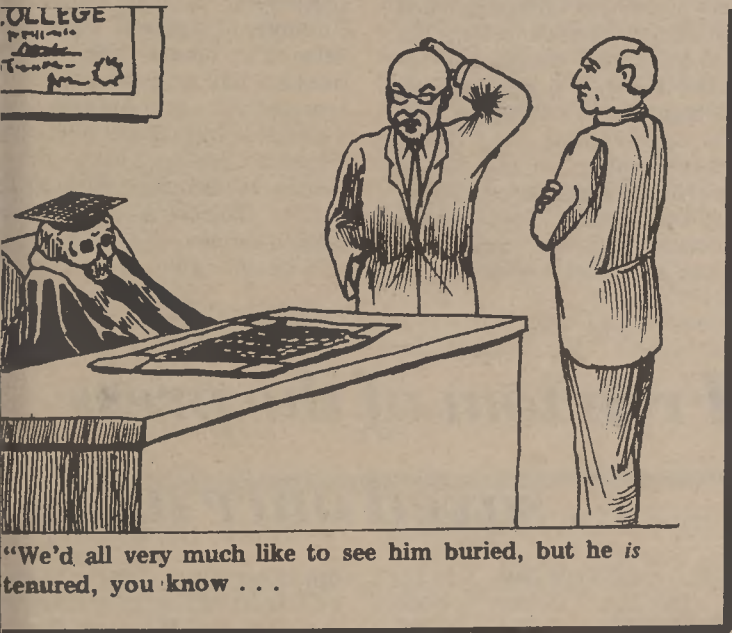
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Tenure: What is it?

due to seniority or time spent at a particular institution. He pointed out, tenure is actually a slow, painstaking process governed by strict rules and regulations, each designed to screen out incompetency. 'First of all tenure can only be granted in the professorial rank (assistant, associate, and full professorship ranks). Generally, to get the professorial rank you must have the terminal degree in your field or the equivalent.' Dr. Hildreth said the terminal degree in most fields would be a Ph.D. but in some, such as architecture, a master's degree or work experience could qualify an individual for a professorship.

At this point, it is important to determine the difference between an appointment, and tenure. An appointment, according to Dr. Hildreth is a contract between an individual and an institution, for a certain span of time, generally one to four years. 'During the contract time you have full rights of tenure,' said Dr. Hildreth. Tenure, on the other hand, implies a permanence of positional rights.

'It is at the rank of assistant professorship that an appointment is first granted,' said Dr. Hildreth. 'The term is for a period of four years. Before the end of the third year a faculty member must be informed if he or she will receive a reappointment without tenure, a promotion with or without tenure, or non-reappointment.' (Dr. Hildreth stressed that non-reappointment was not like being fired, and can be administered to tenured faculty, without 'burden of proof', at the end of a contract period. In

short, non-reappointment is analogous to not having a contract renewed.) 'If the assistant professor is given an extended appointment without tenure, it is for a period of three years. At the end of the sixth year (since the moment of original hiring) the professor will be informed if he will receive a non-reappointment or a reappointment with tenure. Essentially, this means that we cannot keep a person at the position of assistant professor beyond seven years without tenure being granted.'

The grant of tenure, in the University of North Carolina system, can only be conferred by the University Board of Governors. Dr. Hildreth explained that despite the fact that a tenure grant had been awarded by the state-wide Board of Governors, no carry-over honor existed in other state-supported institutions. 'The tenure would only apply to UNCC. If the professor moves to any other university, state or out-of-state, the process of acquiring tenure begins again,' said Dr. Hildreth.

'Let us assume,' said Dr. Hildreth, 'that during the period of appointment a person receives a promotion from assistant to associate professorship. This promotion could be with or without tenure granted. Assuming the promotion is without tenure, before the end of the sixth year (counted as the combination of the assistant and associateships) the person would again be notified if they could expect to receive a non-reappointment, or appointment with tenure, and at this stage to be appointed

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By Steve Bass
The concept of tenure, or the granting of permanence of an academic position, has been widely discussed on the UNCC campus this year with controversy surrounding Dr. George Abernathy of the History Department. When an individual acquires tenure, the University must show grounds for dismissal. In Dr. Abernathy's case, reported in the *Carolina Journal* on 9/7/76 after legal proceedings in Monroe, he was dismissed from his position at the University. University officials insist Dr. Abernathy's dismissal had nothing to do with his legal problems, saying the dismissal was due to another problem we cannot discuss at this time. However, Abernathy's dismissal still represents the first release of a tenured professor in university history.

Tenure began in earnest in the United States in the 1950's during the Joseph McCarthy era. It was devised as a system of protection and as a guarantee of

academic freedom in the face of mass persecution by government. According to Dr. Phillip Hildreth, vice chancellor of academic affairs, the original goal of preserving academic freedom has remained the paramount reason for the existence of the system? however, 'the system has also evolved into a form of job security. Basically, when a person gets tenure he gets protection. In order to separate a tenured individual from the university, the burden of proof rests with the institution.'

The chief problem with such a system would appear to be that incompetent individuals are protected at the expense of education. Dr. Hildreth disagrees, 'the system is a good one if you are careful.' Stressing the vast screening process which constantly occurs from the decision to enter graduate school, to the point of acquiring a Ph.D and beyond, Dr. Hildreth concludes that very few incompetent instructors survive.

Dr. Hildreth emphasized that tenure is not automatically given an individual

'Movement Education' takes place of P.E. major

By Becky Mooneyhan

For several years many students have wondered why there is not a program for Physical Education majors at UNCC. Dr. Murphy, head of the P.E. department, there were two reasons why UNCC does not offer a P.E. major for interested students.

The first and foremost reason is that of choice. Dr. Murphy stated that the UNCC Physical Education department 'chooses not to have a P.E. major because it is such a large undertaking.' A P.E. major would involve support from the university in classroom facilities, equipment, library materials and specialized faculty in such areas as physical education history, physical education philosophy, exercise physiology and elementary and secondary education. Since the university works on such a limited budget, it would almost be impossible to finance such a program without some form of federal aid.

The second reason is that the North Carolina Board of Governors will not permit multiple duplication of majors. At the present time there are 12 or 13 universities in North Carolina which offer P.E. degrees. N.C. State, UNC-A and UNCC are among the state universities which do not offer P.E. degrees.

In lieu of the absence of a P.E. degree, the university P.E. department is trying to meet the demands for a P.E. major by offering a concentration in Movement Education. Even though Movement Education does not offer a degree, it thrives on the idea that a person can learn to be more efficient in universal movements. For example, one

can learn to strike a tennis ball from a set position, but unless he is able to make the correct and appropriate movements, he will miss the ball.

Some people seem to be born natural athletes and seem to adapt to certain cues. By making an individual more aware of his bodily functions, the program is hoping to improve the individual's movements and skills.

Not only has the P.E. Department been concerned with a concentration of Movement Education but also are giving some consideration to a concentration in coaching, due to student demand. When asked why students want a P.E. degree, they often reply that they want to coach in schools or neighborhood athletic clubs. It's possible that if the students demonstrate genuine desire in a coaching

program, the P.E. department may make preparations in that direction.

By offering such concentrations as Movement Education and Coaching, the university will have to cut the number of skills courses to free existing faculty. Because of the expense of paying faculty with doctorate degrees or assistant professorships, and the lack of P.E. graduate students, the university must

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A look at long-range planning

By Becky Mooneyhan

During the past week, the Carolina Journal has been investigating several problems faced by the faculty, staff and students. We have found that the administration is aware of many of our problems and are taking steps to solve them.

After talking with several high administrators, we decided to run a series of articles to inform the student body of the long range projects faced by the university. Students are virtually uninformed on what will be happening to their university in the years to come. We hope to provide an overview of what may happen through this series.

We would like to thank all members of the administration who helped us with this series. Without their support in supplying vital information, it could never have been written.

In May 1974, Caudill, Rowlett, and Scott, as architectural planning firm out of Houston, Texas, came out with an extensive long range study on the University of North Carolina at Charlotte. This plan allowed the freedom that was needed by the university for its growth and encouragement of learning and expression of new ideas. Due to the unpredictable growth of the university, the CRS study didn't attempt to make any predictions, but did make recommendations for the university at a particular time. The CRS study reinforced the following concepts:

The beautiful UNCC campus site which land development will be restricted to the least sensitive areas as determined by the flood plain, 15% slopes, vegetation, ecology and winter winds, in order to utilize the space in an efficient way. The plan should create an urban scale of living in a university environment.

A pedestrian street system should be established within the academic core to create an ease of movement, and sufficient lighting.

Valued spaces such as the Rock, Belk Tower area and the lawn greens are to be preserved.

People places are provided to provide the students a place for social and academic interrelationships.

Visitor and public traffic is separated

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Republican gubernatorial candidate David Flaherty will be on campus this Wednesday, September 22 in room 107 of the Cone University Center Extension. Everyone is invited to attend.