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# Tenure policy axed

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Western Piedmont Community College trustees Monday night abolished tenure, or job privilege, for its instructors. The action also abolished the college's Tenural Faculty Association.

In their quarterly meeting at the college, trustees, however, pledged to continue to honor the tenure rights of its present faculty with the status.

About 29 faculty members, or slightly more than half of the WPCC instructors, have tenure, which is a measure of job security awarded to experienced college instructors. It requires the college administration to show cause for a dismissal, while other instructors may be dismissed without explanation.

Tom Eller, president of the college's Faculty Senate, a group of seven faculty members elected by their peers to

represent them before the college administration and other groups, said he was unsure of the ramifications of the decision.

Eller said he was hesitant to comment on the decision because he had not seen the details of the trustees' action. But he said, "I'm sure it will be a cause of concern (by WPCC faculty). But I don't know to what extent."

Eller added that the action by the trustees was not totally unexpected.

The trustees' decision came after a Sept. 16 meeting of the executive and personnel committees of the board, in which members met with state officials on the tenure question.

The tenure issue has been brewing in state community college circles in recent months. State officials have said community colleges cannot give tenure, as other four-year colleges do.

★ Please turn to page 12

The Tenural Faculty Association at WPCC reviewed all credentials of tenure at the college and made recommendations to the trustees. The group also brought formal faculty complaints to the trustees during the debate over the administration of Wilmon Droze earlier this year.

In other action, trustees re-elected their officers on the board. Robert Carr will continue as board chairman and D. Holman Sigmon will continue as vice chairman.

But Sigmon's re-election was contested. Following a nomination by a committee chaired by trustee Claude Sitton, trustee H.D. Moretz called for other nominations. He nominated Martha Hemphill as vice chairman, stating that Sigmon has missed many meetings in the past year due to illness.

The vote was 5-4, with trustees Allen Fullwood, Charles Digh, Mrs. Edward Phifer Jr., Sitton and Mrs. Hemphill siding with Sigmon. Trustees Moretz, Jim Cates, Don Smith and Elsie Childres sided with Hemphill.

Carr appointed Sitton to continue as board secretary.

The board also finalized promotions of Richardson's administrative staff on an interim basis. Harold Olsen was promoted from dean of curriculum to assistant to the president-special projects. Richard Green, continuing education dean, was also named acting dean of curriculum. And, George Fouts was promoted from director of the division of English and social sciences to acting vice president of academic affairs, Richardson's former position.

Ann Hodges also was formally promoted from secretary to the president to administrative assistant.

No new administrative staff member has been added since former president Wilmon Droze left last June.

Also, vice president for financial affairs, Kenneth Clarke, said after the meeting that the college plans to begin construction on the greenhouse as soon as word on a grant from the C. Smith Reynolds Foundation is received.

The college has \$30,000 to build the lab for the new horticulture program on the south side of the vocational building. With the grant, however, a solar heating system and other extras can be added, Clarke said.

Plans for the greenhouse are in hand, he added.

The board also voted to close the college during Christmas week and around the New Year's Day holiday, giving college staff one or two days off with pay. Clarke, who headed a staff committee which recommended the change, said the college could save \$243 a day in heating and lighting by closing the college. Little work would be accomplished during the time when classes are not in session. Until last year, the college closed and employees were required to use part of the time as vacation-day credit.

The board also agreed to meet monthly if requested by Richardson. Moretz, however, renewed his request for regular monthly meetings, but Richardson said there would not be enough business before the board some months to warrant a meeting.

A policy ad hoc committee was formed to toughen requirements to change board policy. Mrs. Hemphill had complained that policy is changed now at whim. Also, the bylaws committee was charged with proposals to change the powers of the executive committee, which Mrs. Hemphill and Moretz said made too many important decisions for the board.

The trustess also voted to abolish parking restrictions at the college beginning Nov. 16. The \$4,000 in revenues from tickets were not enough to pay the \$6,000 salary of a part-time traffic officer, and it was causing inconvenience among college students and faculty, trustees said.

The board also voted to reduce charges to educational, civic and governmental groups for use of WPCC facilities after business hours. Charges of up to \$40 an hour was discouraging use of the college creating ill will, trustees said. The charge was reduced to up to \$30 a day.