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### 2000 March 6 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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# MINUTES - March 6, 2000

Faculty Senate / East Tennessee State University

Last updated: March 20, 2000

<b>UPCOMING MEETING:</b> March 27, 2000 2:45 PM Rogers-Stout, Room 101	<b>FOLLOWING MEETING:</b> April 10, 2000 2:45 PM Culp Forum Room
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**Present:** Alavi, Aston, Butler, Chenoweth, Chi, Deadman, Faust, Grover, Harvey, Hayes, Hemphill, Johnson, Kelley, Kerley, King, Logan, McKinney, Miller H, Miller P, Oppewal, Parker, Patrick, Perry, Sluss, Stanley, Steadman, Stone, Tollefson, Williams.

**Excused:** Burkett, Collins, West.

**Absent:** Burgess, Gallemore, Mattioli, Mehta, Mohon, Obregon, Poole, Reesman, Varney.

**Guests:** Dr. Bill Fisher, Patsy Leach, Carole Thomason.

## CALL TO ORDER:

With a quorum present, President Patrick called the meeting to order at 2:50 pm.

## APPROVAL OF MINUTES:

The minutes of the February 21, 2000 meeting were approved by voice vote.

## OLD BUSINESS:

- **Committee Reports (Updates).**

1) **Academic Matters (Logan)** reported that it is reviewing honor code issues raised by SGA President Harris. The Committee is looking into several possibilities to address the issues, such as signed statements by students at enrollment acknowledging the existence of the honor code. The Committee also reported that Patrick, Collins and Logan met with Academic Council regarding the transfer of grade point averages from other schools. Logan reported that the Council, in principle, passed a resolution strongly supporting the Senate's recommendations. Dr. Bach then appointed a large committee chaired by Paul Hayes to look at implementation.

2) **Development and Evaluation (Parker)** reported that it should soon be ready to address the Senate with the SAI review.

## NEW BUSINESS:

- **Discussion of Employee Benefits.** Patsy Leach, Director of Personnel, provided an update of employee benefits. 1) John Deere will be the HMO provider beginning in

the fall. 2) The BCBS PPO continues to fluctuate as providers move in and out of the system. She encourages employees to call BCBS to check on the current status of a provider before obtaining services. 3) She recommended that employees call Human Resources if medical services are charged incorrectly (for instance, wrong doctor/procedure codes) and there are problems making corrections. Ms. Leach stated that her office would run interference in correcting the problem. 4) The TIAA Long-Term Disability Plan is still a good plan (Dr. Bill Fisher mentioned that faculty on ORP do not have disability protection unless they purchase TIAA disability insurance). 5) The faculty sick leave bank is in good shape but the staff sick leave bank is broke due to many illnesses across campus. For those not participating, there will be an opportunity to join the sick leave bank in October. 6) The dental plan is not that good again this year, although four additional dentists have joined. 7) Enrollment in the deferred compensation (\$20 match) has increased. Ms. Leach encouraged employees to participate in the 403(b) and 401(k) plans. 8) The Flexible Benefits option is a good tax shelter if you can plan certain purchases or services during the year. 9) Orientation for new employees will continue to be offered three times a week in the fall. Ms. Leach encouraged current faculty to attend if questions surface.

Ms. Leach then addressed questions and comments from the Senate, including issues regarding: 1) sick leave credit for service time under ORP (Ms. Leach stated that this is an issue to be addressed by the state legislature and suggested that Dr. Fisher take a formula for service time credit for sick leave accumulation to the legislature for consideration); 2) a complaint about a financial service agent being a nuisance in a particular building; 3) Vanguard charging a \$10 custodial fee per quarter on an account; 4) retirement program options if faculty move into permanent staff positions; 5) TIAA-CREF representative on campus March 28-29 to discuss retirement plans with individuals (Dr. Fisher noted that he was irritated because only 18 slots are available over the two days and more time slots should be allotted based on the number of ETSU employees in the TIAA-CREF program); 6) post retirement program (Ms. Leach explained the requirements for participation in the plan); 7) insurance plans available at retirement; 8) continuation of insurance during a leave of absence; and 9) policy for sick leave when a family member is ill and the Family Medical Leave Act provisions for such. (For more information, contact Patsy Leach at x9-4457).

- **Discussion of Motions.** Research, Creative and Scholarly Activities (Oppewal) presented a motion proposing “that the position of Associate Vice President for Research be elevated to Vice President, Research ...” A vigorous discussion ensued. Comments in support of the motion included: 1) the business community would like a person with a direct line to the President; 2) if ETSU does not place a high value on this position, then why would the legislature even consider looking at us as a research institution; 3) ETSU does not have a direct voice to the President for research issues, although we have a vice-president for the physical plant; and 4) the Committee has identified a need for the University in that companies with research dollars look to where the person in charge of research fits within the chain. Comments against the motion included: 1) the increase in responsibility would inevitably lead to an increase in pay for the position (especially when the position must be filled due to a vacancy); 2) a change in title at the administrative level consistently leads to an increase in pay at this institution; 3) the reason why the

change of title has not been discussed with the Vice President for Academic Affairs; and 4) the change in title creates a new level of bureaucracy. There were several comments regarding changes to the motion, including: 1) the Senate can only recommend the change; 2) state that the position needs higher visibility; and 3) draft our support for research, not titles. A second motion proposed "that a faculty member be identified whose responsibility would be to coordinate and promote student and faculty collaboration in the area of research, creative, and scholarly activities." Patrick suggested that the Committee consider the comments, making any appropriate revisions, and that further discussion would take place at a future Senate meeting. (Motions attached)

#### **ANNOUNCEMENTS:**

- **Patrick announced that the task force report on OIT and Collegis is near completion. Patrick requested that Dr. MacRae make a report to the Senate upon completion.**
- **Patrick announced that Linda Doran requested to address the Senate on enrollment issues. She is scheduled for the March 27 meeting.**
- **Patrick announced that letters regarding elections for senators will be sent to Deans of the Colleges in the near future.**
- **Carole Thomason announced completion of the web server switch. She stated that faculty now have front page extensions and can put personal web pages at the "fac.etsu.edu" address.**
- **Dr. Bill Fisher announced that the president of the University of Memphis is leaving to accept the position of president at Washington State University.**

#### **ADJOURNMENT:**

**The meeting was adjourned at 4:08 p.m. at which time standing committees met.**

*Please notify Michael McKinney (mckinney@etsu.edu or x9-5391) Secretary, 1999-2000, of any changes or corrections to the minutes. Webpage maintained by Stephen Patrick (patrick@etsu.edu or x9-6994) President, Faculty Senate, 1999-2000.*