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### 2000 October 23 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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**FACULTY SENATE AGENDA**  
**MONDAY, OCTOBER 23, 2000**  
**2:45 PM / Culp Center - Forum Room**

**NOTE TO DEPARTMENT CHAIRS:** Please share the Senate agenda, minutes, and any other enclosures with your faculty prior to the scheduled meeting. Senate meetings are open to ALL faculty. Agendas, minutes, and attendance rosters are available on the Faculty Senate website at "<http://www.etsu.edu/senate/>".

**AGENDA FOR SENATE MEETING**

**CALL TO ORDER:** President Steadman

**APPROVAL OF MINUTES:** October 9, 2000

**OLD BUSINESS:**

Administrator Evaluations - Dr. Bert Bach

Treasurer's Report - Kerley

Committee Reports

Academic Matters (Tollefson)

Committee on Committees (Martin)

Concerns and Grievances (Hemphill)

Development and Evaluation (King/Verhegge)

Elections and Bylaws

Research, Creative and Scholarly Activities (Kelley)

Legislative Affairs (Patrick)

**NEW BUSINESS:**

Open Forum on University Issues - President Stanton

Continuous Improvement Team on Faculty Evaluation - Dr. Peggy Cantrell

**ANNOUNCEMENTS:**

**ADJOURNMENT:**

**PLEASE NOTE:** Next meeting, Monday, November 6, 2000, Culp Forum.

*Send information and notices of non-attendance to Michael McKinney ([mckinney@etsu.edu](mailto:mckinney@etsu.edu) or x9-5391), Secretary, Faculty Senate, 2000-01.*

# **MINUTES - October 23, 2000**

**Faculty Senate / East Tennessee State University**

**Last updated: October 30, 2000**

## **UPCOMING MEETING:**

**November 6, 2000 2:45 PM**

**Culp Forum Room**

## **FOLLOWING MEETING:**

**November 20, 2000 2:45 PM**

**Culp Forum Room**

***Present:*** Aston, Broome, Burgess, Butler, Chi, Collins, Deadman, Fisher, Grover, Harvey, Hayes, Hemphill, Kelley, Kerley, King, Li, Logan, Martin, Mattioli, McKinney, Mehta, Miller H., Miller P., Montgomery, Poole, Price, Reesman, Stanley, Steadman, Stone, Tollefson, Varney, Verhegge, Williams.

***Excused:*** Alavi, Anderson, Heath, Patrick.

***Absent:*** Burkett, Gallemore, Mohon, Sluss.

***Guests:*** President Paul Stanton, Dr. Bert Bach, Dr. Peggy Cantrell, Dr. Norma MacRae, Dr. Rich Ranker.

## **CALL TO ORDER:**

**With a quorum present, President Steadman called the meeting to order at 2:48 p.m.**

## **APPROVAL OF MINUTES:**

**The minutes of the October 9, 2000 meeting were unanimously approved.**

## **OLD BUSINESS:**

- **Vote on Periodic Review of Administrators.** At the October 9, 2000 meeting of the Faculty Senate, Dr. Bert Bach introduced a revised policy and process for periodic evaluation of administrative personnel. At that meeting, a motion was made to approve the policy with the understanding that concerns expressed be carried forward to the Academic Council by President Steadman. Since many senators felt they had insufficient time to review the policy, the motion was tabled.

**The October 9, 2000 motion to table was removed unanimously. After questions and discussion, a motion was made to recommend to Dr. Bach that Section 1.9.3.2 of the report "Review of the Academic Associate/Assistant Deans, Directors and other appropriate personnel" be revised. The current version states that the "appropriate dean or administrator will consult, at a minimum, with ... all tenured/tenure-track faculty in the college or school ...." The motion recommended that "appropriate" replace "all" and that associate and assistant deans participate in the selection of the review team. *The motion was defeated.* A motion was then made to approve the report. *The motion was approved.***

- **Committee Reports.**

1) Academic Matters (Tollefson) reported that the Committee is working on two issues: the transferability of courses from Northeast State and Walters State and the SGA proposed student policy on plagiarism and cheating.

2) Committee on Committees (Martin) - Vacant positions on University committees have been filled.

3) Concerns and Grievances (Hemphill) reported that the Committee is addressing a referred matter.

4) Development and Evaluation (King) reported that any further action on SAI issues would be deferred until the final report from CITFE is distributed. (Note: Appendix B of the Final Committee Report issued by CITFE contains the Committee's recommendations on SAI)

5) Elections and Bylaws - No report at this time.

6) Legislative Affairs (Fisher) reported that the Committee is planning a legislator breakfast and would like to have state representatives address the Senate at the November 20, 2000 meeting. The Committee also reported that the benefits committee from the University of Tennessee has proposed joint meetings with the benefits committees of other state institutions.

7) Research, Creative and Scholarly Activities (Kelley) reported that the Committee will work on plans to promote student scholarly research.

- **Treasurer's Report.** Kerley delivered the Treasurer's report.

**NEW BUSINESS:**

- **Open Forum on University Issues - University President.** Dr. Paul Stanton provided updates and answered questions from senators on current issues of interest, including the status of the current litigation against the State involving teacher salary equity which has the potential to impose substantial liability (around \$400 million) on the State, ETSU's selection as one of eight institutions designated to develop standards for SACS, complicating factors involved in the recent faculty salary supplements, summer school and the faculty salary plan. Many questions were asked and suggestions offered on the merit pay issue. Dr. Stanton stated that funds to initiate the faculty salary plan have been identified but he is concerned about the effect of an impoundment on those funds. Although nothing official has been specified, Dr. Stanton has been asked by the Chancellor of TBR to prepare for a possible three percent impoundment (which equals \$1½ million). He stated that an impoundment would impact the funds identified for the faculty salary plan. Dr. Stanton noted that more information should be available in December.

- **Final Report of Continuous Improvement Team on Faculty Evaluation (CITFE).** Dr. Peggy Cantrell discussed the final report regarding faculty evaluation prepared by CITFE. The Committee addressed each aspect of a formal charge submitted by

Academic Council. In forming recommendations, CITFE reviewed issues regarding policies governing faculty evaluation and current practices at ETSU. The Committee recommended that ETSU policy should value professional development as a positive, active and career-long endeavor that merits support and recognition. Regarding FAP-FAR-FAE procedures, CITFE encouraged the use of multiple-year planning and documentation of activities and elimination of mandated comparative categories. The Committee recommended that the SAI be retained, but used in a manner that is more conducive with models of good practice. For instance, instruction should not be evaluated solely on this form of feedback. CITFE recommended that the SAI be more flexible and adaptable to specific departments and be utilized as only one part of a multi-prong approach to instructional evaluation. The final report addressed training opportunities and support that should be offered to faculty. The report also included an implementation calendar and appendices with recommended revisions of FAP-FAR-FAE forms and subcommittee recommendations on SAI. After questions and discussion by Senators, a motion was made and seconded to approve the report. *The motion was approved.* (For more information, please contact Dr. Peggy Cantrell at x9-6660 or cantrell@etsu.edu)

#### ANNOUNCEMENTS:

- Steadman announced that the discussion on the alternative SACS reaffirmation process will be on the November 20, 2000 agenda.
- Steadman distributed a handout regarding recommended changes for the Office of the Associate Vice President for Research.
- Fisher distributed and discussed a handout showing that almost 20,000 people in Tennessee are being removed from Medicare HMO's.

#### ADJOURNMENT:

The meeting was adjourned at 3:56 p.m.

*Please notify Michael McKinney (mckinney@etsu.edu or x9-5391) Secretary, 2000-01, of any changes or corrections to the minutes. Webpage maintained by Stephen Patrick (patrick@etsu.edu or x9-6994).*