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10-20-2003

2003 October 20 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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Faculty Senate, East Tennessee State University, "2003 October 20 - Faculty Senate Minutes" (2003).

Faculty Senate Agendas and Minutes. 239.

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MINUTES – October 20, 2003
Faculty Senate – East Tennessee State University

UPCOMING MEETING: November 3, 2003 2:45 pm Culp Forum Room	FOLLOWING MEETING: November 17, 2003 2:45 pm Culp Forum Room
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Present: Baryla, Bitter, Breese, Burgess, Butler, Champouillon, Chi, Collins, Davenport, Fisher, Grover, Hayes, Hemphill, Jungkeit Kerley, Li, Littleton, Mackara, Miller, Mozen, Nave, Prather, Rusinol, Shuttle, Stanley, Thewke, Tollefson, Verhegge, Wallace, Williams, Whitten,

Excused: Coates, Daniels, Kelley, King, Morrow, Shafer

Absent: Bennard, Bharti, Schaller-Ayers, Stone, Zoggyie

Guests: Dr. Bert Bach, Dr. Norma MacRae

CALL TO ORDER:

With a quorum present, President Tollefson called the meeting to order at 2:47 pm.

APPROVAL OF MINUTES:

The minutes of the October 6, 2003 meeting were unanimously approved.

OLD BUSINESS:

Benevolence Fund – Senator Mackara. Senator Mackara announced that the Faculty Senate Benevolence Fund is now in place at the Tennessee Teachers Credit Union. Unfortunately, the account could not be opened as a Faculty Senate Account so checks need to be made out to Senator Fred Mackara.

Proposed Changes in TBR Policy on Faculty Appointments, Tenure and Promotion – President Tollefson. The following responses to the proposed changes in TBR Policy related to Promotion and Tenure were recorded.

Policy 5:02:03:00 Academic Freedom and Responsibilities

No suggested changes. **Vote: Consensus, with no dissent.**

Rationale: This section of the proposed policy revisions contains only minor editorial changes.

III. Policy on Academic Tenure

All proposed revisions in existing policy regarding tenure and promotion should be phased in over a period of years. **Vote: 29 Yes, Zero No**

Rationale: Untenured tenure-track faculty members should have the option of using either the old policy or the new policy until their probationary periods expire. Tenured faculty members should have the option of choosing the old policy or the new policy for a period of five years from the date of adoption of the new policy.

Introduction

Substitute “to a substantial degree” for “primarily”. **Vote: 18 Yes, Zero No, 11 Abstained**

Rationale: We believe there are other very important ways to maintain faculty quality than “...through the appraisal... of the candidate for tenure.”

II. Definitions

Faculty Member

Delete “instructor/coordinator” and substituting “clinical instructor” after “instructor”.
Vote: 29 Yes, Zero No

Rationale: We believe “instructor/coordinator would be confusing.

C. Minimum Eligibility Requirements for Consideration for Academic Tenure

Section 1. Add “instructor” after “...hold academic rank as...” **Vote: 27 Yes, Zero No, 2 Abstained**

Rationale: To eliminate the long-standing TBR policy of permitting tenure to be earned at the rank of instructor would cause a problem for many departments that employ instructors who do not have or aspire to earn terminal degrees. As one major example, the proposed change would be devastating to ETSU’s University School. University School is a treasure to ETSU and its surrounding community. If teachers could be employed initially at the rank of instructor, but could not be awarded tenure at any rank below assistant professor, then very few, if any, University School faculty members would ever be likely to receive tenure. That is the case because very few seem likely to earn terminal degrees. If enacted, this provision could lead to the demise of University School. Other departments also would be prevented from awarding tenure to good teachers with master’s degrees, which would also preclude recruiting potential tenure track instructors. Retaining

this part of the proposed policy revision probably would increase faculty costs in those departments.

III. Consideration for Tenure

C. Minimum Eligibility Requirements for Consideration for Academic Tenure

Section 2. Delete statement related to “national standards” for terminal degrees and add a statement that each university will develop and publish its own list of acceptable terminal degrees, based upon accrediting association standards when deemed appropriate. **Vote: 15 Yes, 11 No, 3 Abstained**

Rationale: We are unaware of any “national standards” for terminal degrees. We recommend deleting this statement and adding a statement that each university will develop and publish its own list of acceptable terminal degrees, based upon accrediting association standards when deemed appropriate.

D. Probationary Employment

Delete the sentence, “Once a candidate elects to apply for early tenure consideration and formally submits his/her application, however, he/she shall not be allowed to request an extension of the probationary period.” **Vote: 11 to Keep the 2nd chance, 9 Against, 9 Abstained.**

Rationale: **Please note** that there was a lengthy discussion about retaining the ETSU policy of allowing faculty members who applied early to have a “second chance” to obtain tenure.

E.2.b. Stopping the Tenure Clock

Keep this section as written. **Vote: 18 Yes, 0 No, 11 Abstained.**

Rationale: There was considerable discussion concerning one recommendation to eliminate this section entirely and another recommendation to specify the maximum number of times a faculty member could stop the “Tenure Clock” .

IV. Criteria to be Considered in Tenure Recommendations

A.2. Research/Scholarship/Creative Activities

First Paragraph

Change the word “must” to “may”. **Vote: Yes 18, No 4, Abstained 7**

Second Paragraph

Define “external peer review”, and amend TBR policy to say that universities should pay external peer reviewers for their services. **Vote: Yes 19, No 10**

Section 4. Collegiality

Delete collegiality as a formal consideration regarding the awarding of tenure. **Vote: Yes 15, No 9, Abstain 5**

Rationale: The members of the Faculty Senate recognize that collegiality will be an informal consideration in decisions related to the awarding of tenure but do not feel that it should have the same weight as teaching, research and service.

Faculty Appointments

Substitute “clinical instructor” for “instructor/coordinator. **Vote: Yes 29, No 0**

Rationale: We believe that the term “instructor/coordinator is confusing.

Add the term “clinical instructor” to the list of allowable ranks for our valued part-time faculty members who teach for us continuously or intermittently. **Vote: Yes 20, No Zero, Abstained 9**

Clinical-track Appointments

Add “or part-time” before “faculty appointments”. **Vote: No formal vote taken; agreement by consensus**

Rationale This would permit us to appoint as part-time clinical instructors those individuals who teach for us on a part-time basis.

Policy: 5:02:02:00

Guidelines for Faculty Promotion Recommendations at Tennessee Board of Regents Universities

Academic Ranks

Instructor

Substitute “Demonstrated” for “Potential” before “...ability in instruction and/or service and/or research”. **Vote: Consensus, with no dissent.**

Associate Professor

Delete "...that is leading to national recognition in the academic discipline" and retain regional recognition. **Vote: Yes 20, No 1, Abstained 8**

Rationale: The proposed substitution of "national recognition" for "regional recognition" is only appropriate for a research-extensive university, such as the University of Tennessee at Knoxville, which supports faculty salary levels that are comparable to those of appropriate peer-group institutions. The proposed imposition of a requirement for "...productivity that is leading to national recognition in an academic discipline" would further damage our already weakened financial ability to attract and retain faculty members who are excellent teachers and good researchers with the ability to obtain regional recognition. We believe that requiring national recognition for ETSU faculty members, who characteristically bear heavier teaching loads than do their research-extensive university counterparts, would create an unfair and often unattainable standard for our faculty members. Obtaining national recognition also would require participating in national meetings and conferences, which would necessitate additional university supported travel costs for airfare and overnight lodging.

Professor

Maintain the longstanding requirement for regional recognition rather than the proposed increase to national recognition. **Vote: Yes 20, No 1, Abstained 8**

Rationale: See above under "Associate Professor".

Terminal Degree Designation

Recommend that each TBR university develop and publish its own list of acceptable terminal degrees, bearing in mind any relevant accreditation standards. **Vote: Yes 15, No 11, Abstained 3**

Rationale: We are unaware of any "national discipline" standards for categorizing terminal degrees.

Promotion Criteria

Research/ Scholarship/ Creative Activities

Retain the current policy of requiring regional, rather than the proposed national recognition. **Vote: Yes 15, No 11, Abstained 3**

Rationale: See above under "Associate Professor".

Adopt the proposed requirement for external reviews, but only for promotion and not for tenure and require that universities pay external reviewers for their services. **Vote: Yes 19, No 10**

Individuals at the rank of instructor, when applying for tenure, be primarily evaluated based on their success in teaching. **Vote: Yes 14, No 2, Abstained 13.**

NEW BUSINESS:

ANNOUNCEMENTS:

Committee meetings will be rescheduled until the November 3, 2003 meeting..

ADJOURNMENT:

The meeting was adjourned to committees at 4:24pm.

Please notify Ruth Verhegge (verheggr@etsu.edu) or x97553), Secretary, 2002/03, of any changes or corrections to the minutes. Web page maintained by Bill Hemphill (hempfill@etsu.edu or X94184).