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2005 April 4 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE AGENDA
Monday, April 4, 2005
2:45 PM Forum

NOTE TO SENATORS: Please share the Senate agenda, minutes, and any other enclosures with your colleagues 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 Stanley

Approval of Minutes: March 21, 2005

New Business: Dave Mullins, Director, Athletic Administration, will address us about our student athletes.
President-elect Jim Bitter will lead a discussion about faculty support for the College of Pharmacy.

Old Business: Letter of support for fine arts exhibits on campus
Resolution concerning longevity pay for full-time faculty who began in part-time positions

Announcements:

Adjournment to Committees

Please Note: Next meeting Monday, April 18, 2005, Forum, 2:45 pm

Please send information and notices of non-attendance to Kathleen Grover (grover@etsu.edu or 96672), Secretary, Faculty Senate 2004-05.

MINUTES –April 4, 2005
Faculty Senate – East Tennessee State University

UPCOMING MEETING: May 2, 2005 2:45 pm Forum, Culp Center	FOLLOWING MEETING: To Be Announced
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Present: Bennard, Bitter, Blanton, Breese, Burgess, Champouillon, Coates, Cornett, Davenport, Fisher, Grover, Jungkeit, Kelley, Kerley, Mackara, Morrow, Mozen, Schaller-Ayers, Shafer, Shuttle, Stanley, Thewke, Trogen, Wallace, Whitten

Excused: Chi, Collins, Daniels, Davis, Li, Patrick, Silver, Singh, Zoggyie

Absent: Baryla, Hayes, Littleton, Mullersman, Nave, Singh, Stone

CALL TO ORDER: A quorum being present, President Stanley called the meeting to order at 2:55 pm.

APPROVAL OF MINUTES: The minutes of March 21, 2005, were approved.

NEW BUSINESS: Senator Bitter explained the reasoning behind his suggestion that the Senate form a means for faculty to support the Pharmacy School. Senator Burgess agreed, saying that the symbolism of announced support is important and will generate further support. Senator Mackara asked if Bitter was requesting Senate approval. Bitter replied yes; the Senate would, with approval and help from Human Resources, co-sponsor a program to permit automatic deductions from paychecks of those faculty who wanted to participate. Mackara moved that Bitter's proposal be accepted; Burgess seconded. President Stanley pointed out that, although the Staff Senate and staff members would be welcome to participate, the project is primarily a Faculty Senate and faculty action, adding that staff already have many requests for financial support for various projects. The motion received unanimous support.

OLD BUSINESS: President Stanley introduced the letter supporting fine arts exhibits on campus written by Bitter. Senator Cornett pointed out that with CASS's increased control of the Reece Museum, works created in the digital media program can no longer be shown there, resulting in too few venues for work from her department. She expressed hope that the Performing Arts Center will permit visual displays, but Senator Champouillon said he understood it to be only for the performing arts. Senator Shafer explained that plans for the new center are still being made; it could include dramas. Burgess said that because MALS and MFA exhibits will be excluded from Reece, the proposed statement merits support: Because the Reece has long presented

both the visual and performing arts—for example, concerts, readings, plays, awards ceremonies, and classes in addition to countless displays of paintings, photographs, sculptures, and art competitions, its becoming limited to Appalachian arts is depriving the academic and larger communities of a most valuable resource. Senator Bennard objected to the phrase “arts and crafts center” in the first paragraph and asked that it be changed to something less pejorative. Bitter suggested that “and crafts” be deleted; the letter was then supported unanimously by voice vote.

Concerning the resolution asking that the criteria for longevity pay be changed, Bitter pointed out that the present formula is so rigorous that it prevents full-time temporary workers who carry loads equal to those of tenure-track and tenured faculty from counting as many as three to seven years of temporary work toward longevity once they enter tenure-track positions. Senator Trogen added that “regular full-time workers and “instructors,” regardless of their tenure status, should also receive longevity pay. It was pointed out that TBR has attached the requirement for longevity to be given only to tenure-track and tenured faculty. Senator Whitten said the policy should distinguish between faculty who only teach 15 hours and those who both teach 15 hours and perform other duties. Bitter replied that specific criteria should probably be determined on the departmental level. Shafer asked if the policy should apply to staff as well. Bitter replied that his proposal concerns faculty only. Mackara asked if we might need more information on how longevity works, definitions of various positions, and costs. Champouillon said he thought all full-time temporary faculty, whether they are called lecturers, instructors, or full-time temps, should have their years in such positions counted towards longevity once they become tenure-track faculty. Trogen again argued that all full-time faculty should get longevity.

Bitter moved to expand the classification full-time temporary to include full-time instructors and lecturers; Senator Blanton seconded. Burgess called for the question. The motion passed with 13 assents, no dissents, and 6 abstentions. Bitter then moved that the Senate put off forwarding the resolution till someone from Human Resources or perhaps Dr. Wilsie Bishop can answer our questions. Senator Coates seconded, adding that the person addressing our concerns should be informed about them in advance. The motion was supported unanimously.

ANNOUNCEMENTS: President Stanley urged faculty to persevere in their efforts to get information about and act on converting ORPs to TCRS. She pointed out that officials and staff trying to help faculty in the process lack full knowledge and even the proper forms to facilitate the procedure, suggesting that the buddy system could provide moral support if not actual aid.

Bitter warned that faculty should take the new FAS seriously because administrators may assign higher work loads to faculty who appear to lack a full docket regardless of the work they actually perform.

Stanley reminded senators that college elections of senators must occur in the spring in order for senators to attend the first fall meeting. Election of Senate

officers for 2005-2006 will take place at the April 18, 2005, Senate meeting.

ADJOURNMENT: President Stanley adjourned the meeting to committees at 4:05 pm.

Please notify Kathleen Grover (grover@etsu.edu or x96672), Secretary, 2004/05, of any changes or corrections to the minutes. Web page is maintained by Doug Burgess (burgessw@etsu.edu or X96691).

IV. Longevity Service Credit

A. Adjusted Longevity Anniversary Date

The adjusted longevity anniversary date shall be that date on which 36 months of creditable regular State service is completed.

A longevity anniversary date is established for all employees who are eligible or potentially eligible to participate in the program. At the time of initial employment, the employee's longevity anniversary date is established utilizing all periods of prior eligible service with the State or one of its agencies or an institution within the Tennessee Board of Regents or the University of Tennessee systems. If the employee does not indicate prior service, the longevity anniversary date is the same as the initial employment date.

B. Eligible Service

The following types of service are considered eligible service when establishing an individual's adjusted longevity anniversary date:

1. All regular full-time service with the Tennessee Board of Regents, University of Tennessee or Tennessee Government to include agencies, offices, departments or other subdivisions of the Executive, Judicial, or Legislative branches.

Effective July 1, 1995, all regular full-time service of 36 months and prior regular part-time service that is the equivalent of 5 years of regular full-time service with any of the organizations listed above. Credit for such prior part-time service is prospective only.

2. All regular part-time service in which the employee was scheduled to work 1600 or more hours in a fiscal year with any of the organizations listed above.
3. Periods in which regular part-time employees work additional hours, resulting in a fiscal year work schedule of 1600 or more hours. (See IV.B.11.)

Example: On July 1st, an employee was appointed as a regular part-time employee at 50% time. On September 1st, he was asked to work 100% time until another person could be hired. By June 30th of that fiscal year, he had actually worked more than 1600 hours. On July 1st, he changed to full-time on a regular basis; and he received longevity credit for the prior fiscal year. (See Section IV.B.12.)

4. Eligible temporary service with any of the organizations listed in 1 above, which immediately precedes the regular full-time service.

Effective July 1, 1995, eligible temporary service includes all part-time temporary service that is the equivalent of 5 years of full-time service which immediately precedes regular full-time service. Credit for eligible part-time service will be given when 36 months of regular full-time service has been rendered and will be prospective only.

5. Periods during which the employee is in an approved paid leave status.
6. Periods during which a normally eligible employee is working a temporarily reduced work schedule of not less than 50% of full-time and for a period not to exceed six months.
7. Periods during which the employee is on leave of absence without pay and is receiving compensation from the State Board of Claims for an on-the-job injury or illness.
8. Any employee otherwise eligible who is on military leave.
9. Periods during which an employee is on an approved grant-in-aid.
10. Periods during terminal leave status.
11. Employees currently eligible for longevity pay who have prior part-time service consisting of at least 1600 hours annual schedule shall receive longevity credit for each month of such part-time service in which the employee was scheduled to work a full month and actually worked one-tenth of one hour more than half the schedule. This provision became effective July 1, 1987.

Effective July 1, 1995, eligible employees shall receive credit but not retroactive longevity payments. In other words, the employee who changes status as described in this section shall receive credit for the time worked, but will not receive longevity payments for credited time until the next fiscal year when the prior part-time service is calculated into the longevity payment.

12. Regular employees may receive longevity credit for adjunct faculty service if the following conditions apply:
 - a. The employee's work schedule for the fiscal year consisted of the equivalent of 1600 or more hours. Effective July 1, 1999, equivalent hours shall be calculated for each semester/quarter and then added together to obtain the total

equivalent hours for the fiscal year. (The following formula will be used to determine the equivalent hours: semester/quarter hours taught x 2.5 x number of weeks in semester/quarter = clock hours.)

Example: Employee taught 9.0 hours the second session of Summer 1997, 15.0 hours Fall Semester 1997, 15.0 hours Spring Semester 1998, and 6.0 the first session of Summer 1998.

Summer 1997 (2 nd Session)	9 x 2.5 x 6 =	135.0
Fall 1997	15 x 2.5 x 17 =	637.5
Spring 1998	15 x 2.5 x 17 =	637.5
Summer 1998 (1st Session)	6 x 2.5 x 6 =	90.0
Total hours for 1997-98 FY		1,500.0

This employee's work schedule would not satisfy the 1600 or more hours criteria for the fiscal year.

- b. The adjunct faculty service immediately preceded eligible regular service.

Eligible employees included in paragraphs 3, 4, and 7 above shall receive their longevity payment as normally scheduled. Eligible employees covered by paragraphs 5 and 6 shall receive their longevity payment upon returning to an active payroll status with the institution.

C. Ineligible Service

The following types of service are not considered as eligible service when establishing an individual's longevity anniversary date:

1. Part-time service (except as specified in Sections I, II and IV, B.9) or service as a student employee.
2. Temporary service unless such service is full-time and immediately precedes regular full-time service.
3. Service with elementary or secondary (K-12) public schools.
4. Periods during which the employee is on leave of absence without pay except when the employee is on approved leave of absence without pay due to an on-the-job injury or illness and where the

employee is receiving benefit payments from the State (as in item B.5. above).

5. Services rendered in addition to the employee's regular duties, including the services of faculty for teaching summer school do not qualify as eligible service. Although such periods of service may immediately precede regular full-time service, they cannot be counted as eligible service in establishing the employee's adjusted longevity anniversary date. Exception: Such service is included only if it is combined with other regular or adjunct service in the same fiscal year to determine the employee's eligibility for an adjustment under Section V.B.3, or IV.B.12.

D. Rehiring Previous Employees

When employing individuals with prior State service, the employee's adjusted longevity date will be established utilizing all eligible prior service. The adjusted longevity date will be used to initiate payments for current and subsequent fiscal years.

E. Transfers

Employees who transfer from one State agency to another without a break in service are eligible for longevity compensation in accordance with their adjusted anniversary month.

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**Faculty Senate Resolution
East Tennessee State University**

**Counting Service as Full-Time Temporary Faculty for the Purpose of
Calculating Longevity Pay When Such Faculty Become Tenure-Track**

Summary: The following resolution is issued by the Faculty Senate to the President, the Provost, and the Office of Human Resources in an effort to correct an inequity in calculating longevity pay for Full-Time Temporary Faculty Members who are later hired as Tenure-Track Faculty.

WHEREAS, Full-Time Temporary Faculty teach a full-load of courses and perform other duties related to administration, service, and scholarship; and

WHEREAS, Full-Time Temporary Faculty, after between one and sometimes seven years of service, have been hired as full time Tenure-Track faculty; and

WHEREAS, current personnel policy at East Tennessee State University makes it impossible for any former Full-Time Temporary Faculty member to count said "temporary" service in the calculation of longevity pay (see the formula for calculation in the attached policy provisions) because the current formula does not account for all of the service that such employees do beyond teaching; and

WHEREAS, the members of Faculty Senate wish to support our Tenured and Tenure-Track colleagues who were once Full-Time Temporary Faculty members and who are directly affected by what we would characterize as an unjust personnel policy;

THEREFORE, BE IT RESOLVED THAT any Full-Time Temporary Faculty member who is later hired in a full-time, Tenured or Tenure-Track faculty position be declared for the purpose of calculating longevity pay to have been a full-time employee at East Tennessee State University starting with their first date of Full-Time Temporary Employment; and

THEREFORE, BE IT FURTHER RESOLVED THAT the personnel policy PPP-15, Section IV Longevity Service Credit, be restructured and re-written so that the formula for calculating longevity pay during the Full-Time Temporary service years will reflect the full range of time, service, and activities such employees offer (a multiple of 4.2 more accurately reflecting this service than the current multiple of 2.5).

Author: James Robert Bitter

Sponsor: Faculty Senate

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Date and Time of Submission: The 4th Day of April, 2005, at a meeting of the Senate beginning at 2:45 PM.

Date of Presentation: April 4, 2005

Signature of Faculty Senate President

Date



East Tennessee State University
Faculty Senate

902 West Maple Street · Box 23033 · Johnson City, Tennessee 37614 – 1707 · (423) 439-5997 (Pres.) · Fax: (423) 439-8355

March 22, 2005

Dr. Paul Stanton, President
Dr. Burt C. Bach, Provost
Dr. Wilsie Bishop, Vice President, Administration
East Tennessee State University
Johnson City, TN 37614

Dear Drs. Stanton, Bach, and Bishop,

On behalf of Faculty Senate and with their concurrence, we are writing to express a concern that we hope you will consider as university development moves forward. Having heard in the last month from the directors of both the Carroll Reece Museum and the Center for Appalachian Studies and Services (CASS), a significant number of Faculty Senators believe that the museum is in danger of becoming an arts and crafts center for CASS. Given the museum's current placement in the structure of the University, this may seem like a reasonable use of the facility. Many of us, however, believe that the mission of the museum (or some museum-like entity) has been in the past—and should be now—to promote a wide-range of visual arts on campus.

We note that—at least in the past—the Reece Museum has:

- Offered showings of national and international art;
- Maintained a private collection well beyond the arts associated with Appalachia;
- Interacted with multiple departments on campus, including those engaged in art, history, literature, philosophy, and human services;
- Been a showcase for undergraduate and graduate level student, faculty, and alumni art exhibitions in many forms.

In discussions with Dr. Roberta Herrin, it became clear that (a) the Reece Museum has been under the direction of CASS for twenty years; (b) it is an expensive operation that does not and probably cannot support itself; and (c) the focus on Appalachian arts and crafts is about to greatly increase over what it has been in the past. A number of possibilities were suggested by Dr. Herrin for addressing the concerns that Faculty Senators raised, including the possibilities that (1) the future Performing Arts Center would also have a visual arts museum attached to it; (2) the Reece Museum might designate certain rooms or a percentage of its presentations to the larger mission defined above; and (3) a mission for the museum might be articulated that balanced the interests of CASS with those of the University as a whole.

It is our belief that the Carroll Reece Museum is an important entity on our campus. It has served the University and local/regional community in a myriad of ways. Its value to different departments on campus has ebbed and flowed over the years, but this venue for the arts and for a wide spectrum of national and international culture has been a source of pride for students,

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faculty, and staff; it has served well as a place for ceremonies and celebrations; and it has been a positive factor in the recruitment of future faculty and students to our campus.

While many of us would support the placement of the Carroll Reece Museum as an independent entity under Dr. Bishop's office, we do not pretend to know all of the financial and logistical issue involved in maintaining and supporting the museum. We are asking, therefore, that as you develop policies for CASS, the Reece Museum, and perhaps the Performing and Visual Arts Center, the larger mission of a campus museum, described in the bullets above, be a part of your deliberations.

Thank you for your time and consideration.

Sincerely,

Isabel Stanley, President
Faculty Senate (on behalf of the Faculty Senate as a whole)

Copy: Dr. Roberta Herrin