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9-26-2005

2005 September 26 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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FACULTY SENATE AGENDA
MONDAY, SEPTEMBER 26, 2005
2:45 PM Room 343 Lamb Hall
College of Public and Allied Health

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 Bitter

Approval of Minutes: September 12, 2005

New Business: College of Public and Allied Health Dean Dr. Creg Bishop's address about the College's activities and plans

Vice President for Administration Dr. Wilsie Bishop's address about several matters of concern

Old Business: Updating of the Faculty Senate roster

Election of at-large Executive Committee members

Reminder about Senate attendance policy

Other old or new business

Announcements

Adjournment

Please Note: Next meeting Monday, October 10, 2005, at 2:45 pm in the Forum Room, Culp Center

Please send information and notices of non-attendance to Kathleen Grover (grover@etsu.edu or 96672), Secretary, Faculty Senate, 2005-2006.

MINUTES –September 26, 2005
Faculty Senate – East Tennessee State University

UPCOMING MEETING: October 24, 2005 2:45 pm 304 Brown Hall	FOLLOWING MEETING November 7, 2005 2:45 pm Forum Room, Culp Center
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Present: Alsop, Anderson, Baryla, Bitter, Blanton, Champouillon, Cherry, Chi, Daniels, Davis, Dorgan, Drummond, Dula, Ecay, Fisher, Garrett, Gerard, Grover, Hayes, Ismail, Kaplan, Li, Littleton, Mackara, McCrea, Morrow, Mozen, Mullersman, Nave, Patrick, Peiris, Roach, Schreiner, Shafer, Shuttle, Stanley, Trogen, Wallace, Whitten

Excused: Burgess, Cornett, Crimi, Gebka, Kelley, Myron, Roberts, Schacht

Absent: Finger, Glenn, Stone

Guests: Dr. Creg Bishop, Dean, College of Public and Allied Health
Dr. Wilsie Bishop, Vice President for Administration

CALL TO ORDER: A quorum being present, President Bitter called the Senate to order at 2:50 pm.

APPROVAL OF MINUTES: The minutes of September 12, 2005, were approved.

NEW BUSINESS: Bitter welcomed Drs. Creg Bishop and Wilsie Bishop. He then introduced Dean Creg Bishop, who welcomed senators to the CPAH. He urged senators to make the best possible use of the Senate, recalling his own service as a senator and as president-elect of the Senate, which he left to become Associate Dean of the College of Public and Allied Health. He said he was happy to update the Senate on the CPAH, especially since the Academic Council had just approved a doctorate in Public Health and a Ph.D. in environmental health sciences, joining the doctorate in audiology and master's in allied health. He explained that these doctoral programs, as well as one in rural health, are necessary for the college to grow into two separate colleges, one of allied health and the other of public health. External sources that support the development of these colleges are providing the necessary funds. More faculty must be hired, and THEC and TBR approval must be gained, both processes that will take time. In response to Senator Mozen's asking if students might begin classes toward the Ph.D. in environmental health sciences in fall 2006, Bishop replied that he believed they could begin classes then even if the program has not yet officially begun. Bishop explained further that the CPH will be more research-oriented while the CAH will focus on providing service-oriented training and programs needed in nearby rural regions. Bitter asked how the

three-year-old doctorate in audiology is going. Bishop replied that the program is strong, with a fine group of students and an increasing faculty.

Senator Fisher asked if either Virginia or North Carolina has a CPH. Bishop answered that ETSU's is the first in Tennessee; Kentucky has a new one.

North Carolina's is one of the first twelve in the nation, and now there are 36. These colleges, which provide training crucial to raising standards of service, are supported with resources beyond their respective universities. He added that he considers their development as momentous as ETSU's establishing a medical school.

Bitter thanked Dr. Creg Bishop for sharing this information and his ideas. Then he introduced Dr. Wilsie Bishop, who welcomed us to one of the CPAH's new media classrooms. She said it was good to return to the CPAH, where she had been dean for almost eleven years. She shares Creg Bishop's optimism about state support for the developments in the CPAH, saying that THEC had given the go-ahead to begin planning for them last year. She explained that the University of Memphis is considering a similar program but lacks the five master's in public health programs necessary to begin. A university must have three doctoral programs in public health to become accredited; ETSU now has two. A new dean for CPAH will become the dean of CPH once the split occurs.

In response to questions about pay equity and salary compression, Bishop said that these matters are under the purview of Provost Bert Bach. She has the responsibility of carrying out operating procedures ensuring that policies are being acted on effectively. The issue of salary compression is complex, with deans struggling to bring in the best faculty the market will provide but at the cost, because of budget limitations, of long-term faculty. Inequities resulting from salary compression can be beneficial in providing motivation for all other salaries to be raised. She added that President Stanton is very interested in improving faculty salaries. This year ETSU submitted a new plan for equity to TBR, but it could not be funded without a greater increase in tuition than that already mandated; TBR does not permit tuition increases to fund salary raises. The budget is not now favorable for equity action, but a one-time, across-the-board bonus to be awarded at the end of November will be helpful. It is again time to check salaries in such matters as gender discrepancies and work on correcting problems.

Senator Champouillon said that although equity adjustments help many underpaid faculty, he knows of one faculty member who, because he gets \$2,000 more than the minimum allotment for his rank, does not get a raise despite 22 years' service. Bishop replied that longevity pay is excluded from figures used to determine discrepancies. Another facet of the issue is the question of how much seniority in itself should be considered in determining salary. It may be time to examine pay issues according to many different criteria in order to meet special needs and to deal with special cases.

Senator Gerard said we need to keep hammering away to reduce unfairness, especially to do away with the unspoken perception that lesser paid senior faculty are not worth as much as new hires.

Senator Alsop pointed out that merit awards given several years in a row in the 1980s created big gaps between those who earned and received them then and those who earned merit pay later but could not receive it because of budget shortfalls.

Senator Stanley wondered about the possibility of recognizing a connection between salaries and donations to the ETSU Foundation. Poor treatment of faculty might make them poor donors.

Bishop replied that one of her functions is to draw people together: The better we take care of employees, the more we build a sense of community.

Senator Mullersman reported that at UT-Memphis, a 3% raise is being awarded on merit, with some faculty receiving more than 3% at the expense of others who will receive less.

Gerard pointed out that merit is not always quantifiable, and quantifiable criteria are often weak bases for awarding merit recognition.

Senator Dorgan asked Bishop if faculty who leave ETSU have exit interviews.

Bishop replied that she and the new director of human resources, John A. Sanders, are developing improvements in exit interviews as well as in human resources in general.

About pay for part-time faculty and six-month renewable staff, Bishop said a task force needs to examine problems, and perhaps a strategic planning committee should be formed to deal with them. She said she believes no one intended to cause injustices, but it is time to remove those that do exist.

Champouillon, citing one faculty member who is paid \$1800 for a course that generates \$75,000, stressed the need for changes.

On the topic of housing Katrina evacuees on campus, Bishop said we learned a great deal about the press's and public's perceptions of ETSU's missions and resources. We were helping evacuees in accord with our core business, tending first to our students' needs. President Stanton defused the situation by directly addressing the *Johnson City Press* editors and reminding them of information they already had about vacant dorms being destroyed in rescue exercises by police and rescue personnel and thus rendered uninhabitable.

Alsop wondered if Public Relations should have been more pro-active in publicizing ETSU's efforts to help the evacuees and providing more specific information about our resources. Bishop agreed and added that we also need an emergency action plan for handling crises on campus as well as off campus. Alsop said we need to increase and maintain good will between townspeople and ETSU.

Concerning the status of the outdoor walking trail while the soccer fields are being built, Bishop said we might need to construct a temporary track; but once the fields are built and the athletic complex is completed, ETSU will have both a fine walking path around the whole complex and a state-of-the-art outdoor track.

Bishop said the issue of faculty parking for classes during athletic events will require much more attention from the Parking Committee, Public Safety, Student Affairs, the President's office, and Intercollegiate Athletics. She recommended that the Senate facilitate communication among these

groups to explore solutions.

Bitter thanked Bishop for her candid sharing of information and willingness to work with us to improve the University.

OLD BUSINESS: Bitter asked new senators to introduce themselves. He then called for nominations to the at-large positions on the Executive Committee. Senators McCrea, Mullersman, and Peiris were elected by acclamation.

ANNOUNCEMENTS: Mullersman reported on the Dell program to initiate high performance computing at ETSU. He said ETSU must generate a request or a proposal with ideas for using the resources in teaching and research. We need to establish the terms for use of the system. For example, should it be open for all faculty to use? How? Dorgan asked if the system would provide privacy for social science investigations. Mullersman said that Mark Bragg and Dr. Michael Woodruff want to deal with such issues in the proposal and are accepting ideas for and about its use. Bitter said that we can request a form for questions about and discussions of the program and asked Mullersman to relay our request to Bragg and Woodruff.

ADJOURNMENT: President Bitter adjourned the meeting at 4:30 pm.

Please notify Kathleen Grover (grover@etsu.edu or 96672), Secretary 2005-2006, of any changes or corrections to the minutes. Web page is maintained by Doug Burgess (burgessw@etsu.edu or 96691).