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2006 August 28 - Faculty Senate Minutes

Faculty Senate, East Tennessee State University

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MINUTES –August 28, 2006
Faculty Senate – East Tennessee State University

UPCOMING MEETING: September 11, 2006 2:45 pm Dining Room 2, Culp Center	FOLLOWING MEETING: September 25, 2006 2:45 pm Meeting Room 6, Culp Center
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Present: Alsop, Anderson, Bitter, Blanton, Burgess, S. Campbell, T. Campbell, Chakraborty, Champouillon, Chi, Daniels, Davis, Dorgan, Drummond, Dula, Ecay, Elhindi, Fisher, Fitzgerald, Garrett, Gerard, Glenn, Grover, Hayes, Jordan, Kaplan, Kelley, Kortum, Mackara, Morgan, Mozen, Mullersman, Patrick, Peiris, Price, Roach, Sell, Stone, Trogen

Excused: Clark, Crimi, Govett, Ismail, McCrea, Myron, Roberts, Schacht, Shafer, Shuttle

CALL TO ORDER: A quorum being present, Past President Bitter called the meeting to order at 2:47 pm.

APPROVAL OF MINUTES: Senate minutes for May 1, 2006, were approved.

OLD BUSINESS: Bitter thanked the 2005-2006 Senate for its support and active participation in the year's projects. He then turned over the gavel and meeting to 2006-2007 Senate President Mackara and adjourned the 2005-2006 Senate at 2:49 pm.

CALL TO ORDER: President Mackara called the 2006-2007 Faculty Senate to order at 2:50 pm. He too thanked the 2005-2006 senators for their work. He presented a plaque to Bitter to honor his many contributions to ETSU as Senate president.

NEW BUSINESS: Mackara discussed the agenda for this year's Senate work. He asked that senators present their suggestions for topics or for changes in procedures either in meetings or via email to him at mackara@etsu.edu.

Mackara announced that ETSU President Paul Stanton intends to address the Senate on September 25, 2006. He solicited questions from both senators and their constituents. He asked that senators work to keep lines of communication with peers open. He suggested that we may want to save questions related to academic matters for Provost Bert Bach and those concerning administration and the physical plant for Vice President for Administration Wilsie Bishop. Both Bach and Bishop will address the Senate later this year.

Mackara announced that Laura Cole, of ARC, will address the Senate on September 11, 2006, about a program coming to ETSU in November. The

program, designed to increase awareness of diversity, will involve taking pictures of individuals and then refiguring them in from eight to ten different cultures.

Mackara explained that the Senate Executive Committee, which meets every other Monday that the Senate does not meet, needs three at-large members. Senators may nominate others or themselves for the election, which will be held September 11.

Mackara pointed out that, in addition to new matters, much remains to be done on Past President Bitter's ambitious agenda. He named, as he said not in order of importance, nine subjects that merit attention:

- 1.) the possibility of reinstating football. Bitter "volunteered" Mackara for a committee formed to address the possibility, and Mackara would appreciate senators' and others' opinions.
- 2.) campus security matters. How is security of property and persons ensured? What is the potential for crime? What are contingency plans for dealing with terrorism? How is campus security linked with local and other agencies?
- 3.) treatment of summer teaching. Mackara said that Bach brought up the topic in a meeting. Deans' and Chairs Councils are involved in giving the matter ongoing attention. Bach will talk about it when he addresses the Senate.
- 4.) preparation for the avian flu. Dr. Marsh Grube and Vice President for Health Affairs Ronald Franks will address the Senate about the Task Force formed to prepare ETSU for the anticipated pandemic. Mackara and senators from the College of Medicine are on committees within this Task Force.
- 5.) establishing contacts with political candidates. We should let them know our ideas about tax structures, revenue sources, and other issues affecting higher education.
- 6.) benefits. John Sanders of Human Resources has been approachable in the past and wishes to continue communicating with us. He will address us about benefits and about immigration issues.
- 7.) Bitter's proposed Meritocracy of Ideas. Bitter's suggestions to ensure the the flow of ideas upward to administrators has received much support. The next step involves deans scheduling meetings to listen to faculty on such matters as summer teaching. A half-day forum for faculty to take ideas to administrators is tentatively scheduled for January 22, 2007, in place of the Faculty Senate meeting for that date.
- 8.) a more exact, workable definition of faculty. Perhaps the Faculty Handbook

and tenure and promotion guidelines need to be modified to make and clarify distinctions between faculty and administrators to avoid conflicts of interest and ensure faculty rights.

9.) modifications to the concerns and grievances process. Forms need to be clarified and written, and procedural consultants need to be identified. Senator Dula asked if the procedural consultants will be only full professors. Bitter said no. Mackara added that ETSU legal counsel Ed Kelly has offered to train the consultants. Senator Burgess stressed that the consultants will not advocate for faculty; they will provide deadlines and guidelines, clarify terms, and answer questions about processes.

Mackara said that the ad hoc Financial Matters Committee has much to do this year because many issues, such as summer teaching and merit pay, come down to money. The committee will make faculty concerns known to administrators.

Mackara reported that he had met with President Stanton a week earlier. Stanton raised the issue of merit pay, saying that although ETSU is below where it should be in compensating faculty, once this situation is remedied he would like to make merit pay available. Both Mackara and Stanton agreed that merit pay should be steadily available, not episodic, and the rules need to be clear and specific. Mackara said merit pay should be a reward, not its absence a punishment.

Mackara said a particular concern of his is establishing cooperative efforts with the SGA and Staff Senate, as Senator Patrick did when he was Senate president in 1999-2000. Mackara has talked with SGA President Josh Shearin and Staff Senate President Karen Sullivan about forming a Governance Council. He would also like to follow up on the statewide senate officers' meeting proposed last year. Though plans fell through, such an alliance could benefit faculty at all TBR institutions and should be formed.

Mackara said he plans to rely extensively on Senate committees to do Senate work, with committees reporting to the Senate at least monthly.

Mackara solicited topics for future discussion. Vice President Alsop suggested equity pay. He also wondered if ETSU has the resources to cover the influx of students from border states now paying in-state tuition.

Senator Stone said he would like information about the impact of lottery scholarships on ETSU. Are they increasing student numbers when we have no resources to increase faculty or funds for overhead? Mackara added that he wondered if concern about the scholarships might be affecting unrelated matters, such as professors' attendance policies.

Senator Blanton asked that the Faculty Exchange proposal be considered further. Faculty need to express their support in order for the administration to have

reason to accept it. Senator Peiris said he hoped UNC Chapel Hill would be added to the list of possible exchange schools.

Stone asked that committees be permitted to conduct their business as much as possible by email instead of in twice-monthly meetings as they did several years ago. Mackara replied that email is apparently working for several committees and encouraged committees to consider their options.

Mackara then asked for announcements.

ANNOUNCEMENTS: Senator Fisher distributed the 2006 Benefits Committee Report: Activated Employee Benefits and the 2006 Legislative Affairs Committee Report. He called special attention to the compounded COLA of 3% effective in retirees' pensions July 1, 2006, and he noted lottery scholarships for math and science teachers, the requirement of at least 90 minutes per week of physical activity for elementary and high school students, and a mandatory ½ unit course on personal finance for secondary students.

Senator Dula announced that the University is considering how best to replace the Scantron server. He will keep us informed and solicit our responses to options as they are presented. The Faculty Development and Evaluation Committee is addressing this matter.

ADJOURNMENT: There being no further business, Mackara adjourned the meeting at 4:08 pm.

Please notify Kathleen Grover (grover@etsu.edu or 96672), Secretary, 2005-2006 and 2006-2007, of any changes or corrections to the minutes. Web page is maintained by Doug Burgess (burgessw@etsu.edu or 96691).