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Faculty Senate, East Tennessee State University

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MINUTES—September 8, 2008

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
September 22, 2008 2:45 pm Meeting Room 6, Culp Center	October 6, 2008 2:45 pm Forum, Culp Center

Present: Alsop, Bitter, Burgess, Brown, Byington, Cecil, Chakraborty, Champouillon, Creekmore, Crowe, Daniels, Dorgan, Dula, Ecay, Fisher, Fitzgerald, Franklin, Gerard, Glenn, Govett, Granberry, Grover, Hemphill, Horton, Hunter, Kaplan, Kelley, Kortum, Loess, Mackara, Metts, Mozen, Mullersman, Mustain, Patrick, Peiris, Price, Roach, Schacht, Scott, Shafer, Sharuga, Shuttle, Smurzynski, Stone, Tarnoff, Trainer, Trogen

Excused: Cherry, Drummond, Elhindi, Glover, Kortum, Martin, Morgan

Guest: Dean Gordon Anderson, College of Arts and Sciences

LAST MEETING OF THE 2007-2008 FACULTY SENATE

CALL TO ORDER: A quorum being present, President Fred Alsop called the meeting to order at 2:47 pm. Alsop welcomed both the 2007-2008 and 2008-2009 senators, thanking the former for their hard work and wishing all a good, productive year.

APPROVAL OF MINUTES: The minutes of the April 21, 2008, Faculty Senate meeting were approved.

CONTINUING BUSINESS: Alsop explained that subcommittees on evaluation, workload, and compensation had worked through 2007-2008 to revise and update ETSU's policies on the topics. Dean Anderson, chair of the Subcommittee on Workloads, had reported on the group's work twice during the year to the Senate. In August, the Academic Council approved the revised policy, but concerns arose and further modifications have been made. **Anderson was present to explain the changes and respond to senators' concerns about the Workload Policy.**

Anderson said he understood there are two areas of concern: the need for some cap on the number of hours faculty may be required to work, and the need for some means to appeal workload assignments. He explained that the revised document exists to help faculty determine their own workloads; it will not work unless faculty believe it will. Members of the subcommittee preferred not to refer directly to a 15-hour cap but do reference TBR Policy 5:00:00, which does include a 15-hour cap. Two problems occur with the 15-hour framework: One, public perception is that a 15-hour workload means faculty actually work only 15 hours per week. Two, within the rubric of 15 hours, it is impossible to give many faculty credit for what they actually do. As ETSU increasingly emphasizes

research, we are moving from a 15-hour teaching definition of a load. Many research and service activities simply do not fit into that paradigm. Subcommittee members understand the need for a cap but feel it must be determined within a department by faculty working with their chair and then approval by the college dean. Each faculty member's workload should be determined by that person and his/her chair to use the person's talents to fulfill the department's mission; therefore, workloads will be individualized within general guidelines determined by the department. Ideally, appeals will be rare, and means of appeal should be part of departmental policy. If necessary, appeals can be brought to the Faculty Senate's Concerns and Grievances Committee.

Senator Schacht questioned the reluctance to include the 15-hour cap without stating it. If TBR revises the policy, there may no longer be any point of reference, and the cap will disappear. He asked if there is a TBR committee revising the workload policy.

Anderson clarified that he has served on a now disbanded think tank naming workload concerns and issues, not on a committee. Now there is a committee, with Cecilia McIntosh, Dean of Graduate Studies, representing ETSU on it. Schacht said ETSU's eliminating mention of a specific cap could be seen as an endorsement of a no-cap policy. Also, an appeals process without guidelines could be as capricious as departments may be in establishing their own policies. Anderson replied that administrators and subcommittee members trust departments and faculty to make sure policies are not capricious.

Senator Bitter asked if the University has decided as a matter of constitutional rights that tenured faculty own their positions. University policy now permits grievances to be filed only on the grounds that constitutional rights have been violated, as according to the 14th Amendment. In any other case the most faculty can do is file a complaint, which does not even get one a hearing with the Concerns and Grievances Committee. Faculty are concerned that the appeals process can be rendered meaningless if a provost and president consider a complaint invalid.

Senator Mackara asked if this kind of appeal could be made under the umbrella of a TBR policy. Bitter replied that under current TBR policy, unfairness of a workload could not be considered a grievance.

Senator Daniels asked how firm ETSU should be in establishing a policy when TBR may be revising its own workload policy. Senator Champouillon said he did not see how the revised policy prevents overloads.

Senator Dorgan commented that departments need to develop their own fail-safe policies and a process to approve workloads that prevents abuse.

Schacht said he sees no evidence of guidelines for departments in the revised policy. Anderson said groups can misuse any policy; the worst we can do, however, is demand that all faculty have to do the same things in the same way. Senator Glenn asked if there might be a mechanism to ensure lack of abuse.

Senator Kaplan reminded that the TBR policy refers to a 15-hour cap, 12 for graduate faculty, and does therefore provide a cap for ETSU and other TBR schools. She sees the new policy as a means of ensuring self-governance without throwing out all guidelines.

Alsop asked that senators send their concerns to him or to Anderson, both of whom are on the subcommittee. The policy is still in draft stage and may be revised further.

Senator Dula commented that the Evaluations Subcommittee encountered similar problems. Having some set of broad guidelines—perhaps one calling for a periodic review of departmental workload policies and procedures—could help.

President Elect Trogen asked if the TBR policy is attached to the revised workload policy. Anderson said it is not, but he will send it to be distributed to senators.

Trogen said that the Evaluation Subcommittee will be conducting a beta test. Dean Linda Garceau, College of Business and Technology, will soon address the Senate to explain the testing. Dula added that the Evaluation Subcommittee's work is also ongoing.

Alsop commented that responses to the approved workload policy over the past few weeks show the effectiveness of alert challenges to actions of other university entities and the continued need for diplomacy in resolving conflicts.

NEW BUSINESS: Alsop announced the opening of the new Faculty Senate office suite in room 220C of the Campus Center Building. ETSURA will help keep it open, and it is being furnished as items are located.

Alsop also reported on the second Faculty Senate Summit, which took place over the second weekend of August. Austin Peay President Tim Hall spoke of the need for shared governance and open communication between administrators and faculty. ETSU's Bill Fisher distributed a constitution from an earlier group of combined faculty senates to attendees; it was revised and adopted by the new organization it establishes, Tennessee University Faculty Senates—TUFS—and calls for alternating presidency of the group between the UT and TBR systems. Alsop asked for a motion endorsing the group. Bitter so moved, asking also that ETSU's membership in TUFS be approved. The motion was seconded by Dorgan and passed unanimously on voice vote. Alsop explained further that while each institution gets only one vote, many senators can attend. The exchange of

information and ideas benefits all and gives senates of individual institutions leverage.

Alsop announced that President Stanton and the Office of Service Learning headed by Joyce Duncan are sponsoring a Habitat for Humanity fundraising competition. The group most successful at fundraising between now and early November will receive recognition via the Stanton award, a plaque bearing its name to be located near the house currently being constructed. The goal is to raise the \$35,000 needed to support the building of ETSU's second Habitat House.

CONTINUING BUSINESS: Alsop explained that in August the Academic Council also approved the Subcommittee on Extra Compensation's policy on consulting and outside employment drawn up by Mike Woodruff before he retired. Senator Glenn presented his analysis of the policy and the complications it creates to Senior Staff on the morning of September 8th, and as a result of his and Alsop's work, the policy will be reviewed and submitted to TBR's legal counsel. Schacht asked if just the policy will be submitted to legal counsel or if Glenn's challenge will accompany it. Glenn said he found minutes of the TBR Subcouncil that deal with the issue and moved that the Senate authorize the sending of any additional materials to TBR. Bitter seconded.

Senator Mullersman suggested that bombarding TBR may appear antagonistic; we should be diplomatic. Alsop agreed, saying the material are for analysis. Schacht moved that we state our position. Senator Burgess suggested that we send the TBR Subcouncil minutes and Glenn's analysis without being confrontational. Hemphill asked if Senior Staff considered property rights to the result of faculty projects. Alsop said the concern arose that faculty not be discouraged from creative/entrepreneurial endeavors. Dula moved that Schacht's motion include Burgess's; Senator Stone seconded, adding that surely TBR would not adopt a policy that would prevent the use of small business funds and resources or the raising of money. Alsop added that the incubator for small businesses in the Innovation Lab must be included; the ETSU Research foundation is far too important to be excluded. With these additions the policy will be much better. Glenn's and Schacht's motion, with Burgess's friendly amendment, unanimously passed on voice vote.

Alsop introduced the need to change Senate Bylaws to extend the Senate term of presidents elect. He explained that the proposed amendment passed by email vote in August and was now up for its second and final vote. Bitter moved that Hemphill's version, "The term of the president-elect shall be automatically extended for up to three (3) years to ensure uninterrupted progression through past president," be adopted; Burgess seconded. The motion passed unanimously on voice vote.

NEW BUSINESS: Alsop introduced a proposal initiated by Schacht that ETSU urge

Tennessee to adopt a policy similar to Ohio's GI Promise, which grants veterans in-state tuition to study at TN schools. If approved, the resolution will go to TBR, the legislature, and the governor. Hemphill asked that the resolution include veterans' being considered eligible for Hope Scholarships. Senator Fisher said the TN legislature has already approved Hope Scholarships' being made available to veterans. The resolution passed unanimously on voice vote.

Fisher distributed the Annual Report of the Legislative Affairs Committee and briefly went over it.

Alsop thanked the 2007-2008 senators, and those preceding them, for establishing the momentum to serve faculty throughout the state through numerous important accomplishments. He noted the achievement of a tobacco-free ETSU. He distributed certificates of appreciation to those senators completing three-year terms, blessed those who "re-enlisted," and welcomed new senators again.

ADJOURNMENT: There being no further business, Alsop adjourned the last meeting of the 2007-2008 Faculty Senate at 4:14 pm. He then passed the gavel to new Senate President Paul Trogen.

FIRST MEETING OF THE 2008-2009 FACULTY SENATE

CALL TO ORDER: Senate President Trogen called the meeting to order at 4:15 pm. He welcomed senators, saying he wants to speak for all senators, not just for himself.

NEW BUSINESS: Trogen asked that senators rank their priorities on the forms provided, explaining that such action led to opposition to last year's parking proposal and kept parking fees from being raised.

Trogen conducted the election of three at-large members of the Executive Committee. Senators Gerard, Hemphill, and Schacht were elected.

Trogen reported that we need to make appointments to standing University committees. He asked for a Senate volunteer to the University Parking Committee. Bitter asked that senators be mailed the list and memberships of standing committees; Kaplan seconded the request.

Champouillon said that at the Summit we learned different schools react differently to **the mandate for periodic training about discrimination, harassment, and Title 6.** Austin Peay has been told all must undergo training; MTSU faculty refused to undergo training; TSU uses signage to cover the

training; UT includes a yearly statement of the policy with faculty paychecks. He proposed that the Senate take a stand to establish opposition to the current requirement for online training.

Trogen said we can determine future refreshments by “voting with our toothpicks”—whatever disappears will remain on the menu. We will try fruit, cheese, and crackers, and he is open to suggestions.

Schacht said he and Alsop are on the Presidential Search Committee and asked that we use time in a future meeting to deliberate on concerns and priorities.

ADJOURNMENT: There being no further business, Trogen adjourned the meeting at 4:35 pm.

*Please notify Kathleen Grover (grover@etsu.edu or x96672), Faculty Senate Secretary, 2008-2009, of any changes or corrections to the minutes. Web Page is maintained by Senator Doug Burgess (burgess@etsu.edu or x96691).
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