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2008 October 6 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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Irwin, Ned L.

From: Greenwell, Linda W. on behalf of ETSU Announcements
Sent: Friday, October 03, 2008 8:27 AM
To: 'faculty@etsu.edu'; 'staff@etsu.edu'
Subject: Important Announcement from Faculty Senate - Agenda for October 6 2008 Meeting

**FACULTY SENATE AGENDA
MONDAY, OCTOBER 6, 2008
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/>.

Call to Order: President Paul Trogen

Approval of Minutes:

Continuing Business: The Committee on Committees will seek representatives for the Intercollegiate Athletics Committee. According to its description, the committee needs representatives from Arts and Sciences, Nursing, Pharmacy, Public Health, and Medicine (Could one representative from Health Affairs suffice for the last four entities?);

President Trogen will charge committees with responsibilities for 2008-2009;

Senator Bitter will be introduced as ETSU's new representative to TBR Faculty Subcouncil.

New Business: Vice President for Administration and Chief Operating Officer for Health Affairs Wilsie Bishop will present a draft of ETSU's "Guiding Principles and Planning Concepts" to the Senate for deliberation.

Announcement(s): Senator Kortum will present a draft survey on merit pay from the Academic Matters Committee for future discussion.

Adjournment:

Please Note: Next meeting is October 20, 2008, at 2:45 pm, in the Forum, Culp Center. President Stanton will be our guest.

Please send information and notices of non-attendance to Kathleen Grover (grover@etsu.edu or 96672), Secretary, Faculty Senate 2008-2009.

MINUTES—October 6, 2008

Faculty Senate—East Tennessee State University

UPCOMING MEETING:	FOLLOWING MEETING:
October 20, 2008 2:45 pm Forum, Culp Center	November 3, 2008 2:45 pm Forum, Culp Center

Present: Alsop, Arnall, Bitter, Burgess, Byington, Champouillon, Cherry, Crowe, Dorgan, Drummond, Elhindi, Fisher, Fitzgerald, Franklin, Gerard, Glover, Govett, Granberry, Grover, Hamdy, Hemphill, Horton, Kaplan, Kelley, Kortum, Loess, Martin, Morgan, Mozen, Mustain, Patrick, Peiris, Price, Roach, Schacht, Scott, Shafer, Shuttle, Smurzynski, Stuart, Tarnoff, Trainor, Trogen, Zhu, Zou

Excused: Brown, Campbell, Cecil, Creekmore, Ecay, Metts, Mullersman, Stone

Guest: Dr. Wilsie Bishop, University Chief Operating Officer and Vice President for Health Affairs

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

APPROVAL OF MINUTES: The minutes of the September 22, 2008, Faculty Senate meeting were approved.

NEW BUSINESS: Trogen introduced **Dr. Bishop, who presented a working draft of ETSU's revised Mission Statement and Guiding Principles and Planning Concepts.** Bishop explained that in fall 2007, the University Planning Committee (UPC) proposed documents projecting the evolution of ETSU over the next 10 or 15 years. Matters of concern were how and where departments should be grouped to meet future students' needs; if new buildings are needed and where they will go, and so on. The Guiding Principles are general value statements that influence planning, and the Planning Concepts are specific indications of where ETSU is headed. The need for a revised Mission Statement became apparent during discussions of the other documents at the President's Retreat. Working drafts of the documents are being circulated with requests for reviews and comments until November 1, 2008. After reviewing comments and suggestions, the UPC will revise and submit a final draft to President Stanton for his approval. The Guiding Principles and Planning Concepts will be given to Academic Facilities Master Plan consultants and will influence the next round of strategic planning (2010-2015); they will also be useful to finalists for ETSU's presidency. Bishop commented that the UPC widely represents the constituencies of the University community. The Senate may want to discuss and respond to the drafts both as a body and as individuals.

Senator Bitter asked if any thought had been given to including a commitment to faculty safety in the documents. Bishop suggested that the idea be submitted

online via Zoomerang.

Senator Gerard asked how the new Mission Statement differs from the present one. Bishop replied that it does not change essence but does consolidate and streamline. In revising, UPC members have been pushed to think beyond the present into 10-year terms. They discussed historical trends and whether the University should grow or cap growth. There is not a clear consensus beyond the point that limiting or decreasing enrollment to deal with budget shortfalls could be a disastrous strategy; not only would it also limit the University's income, but it would leave those students hoping to increase chances of finding jobs via education reduced or no means to achieve their goals.

Senator Kaplan asked if the documents address needed increases in faculty to match projected increases in students. Bishop asked that the issue be brought up in online comments.

Senator Alsop asked how landlocked ETSU is—how limited physical expansion is. Bishop said ETSU has approximately 400 acres on the present campus with more property on Seminole and on the hill by the water tower. The Master Plan does identify land possibly for expansion. If we want to purchase more property, the state mandates that we identify specific uses for it.

Senator Govett asked if there are any plans to relocate University School. Bishop said not yet. It will be difficult to renovate the building because we have so little space to relocate programs while renovation or reconstruction takes place, and costs of renovating to code are escalating.

Senator Stuart asked about reciprocity agreements with other schools. Bishop said such agreements are bringing in more resources than they cost, so taxpayers' money is being well used.

Senator Amall asked if expansion to the VA has increased ETSU's space. Bishop replied that because the VA is itself expanding, space on its campus is no longer ours for the taking.

Bitter asked if ETSU is "maxed out" in Gen Ed courses. Bishop said senators could probably better answer the question than she. Senator Burgess commented that classes are crowded. Bishop said that the Department of English proposed an innovative staffing plan to handle increased enrollment, and other departments could also imaginatively address their problems. The Academic Facilities Committee needs to consider problems resulting from increased enrollment. Alsop said increasing graduate programs require more research space. Bishop added that both the Bluegrass Program and Clinical Psychology are taxing space resources.

Senator Schacht said that replacing bullets with numbers would make specific sections of Guiding Principles and Planning Concepts easier to comment on. Bishop agreed.

Senator Kortum asked if the Guiding Principles could address the matter of our being more selective in enrollment, admitting students more capable of succeeding than many of our students now are. Bishop said we need to determine the kinds of students who can succeed.

Arnall asked if we know markers for success. He has been appalled by scores on GREs, though GPAs for the same students can be high. Bishop said departments should determine markers for their own students.

Gerard asked for a reminder of the deadline for comments titled something other than Important Message. Bishop said that is a good idea. Again, she suggested the Senate may want to want to discuss the documents and call for a forum on them.

Trogen thanked Bishop for sharing the information and then introduced Alsop to present the revised Workload proposal.

Alsop asked that senators look at the newly revised Workload Proposal, reminding that the attached template is an example, not a model; each department should draw up its own form. The new document addresses three points or concerns brought up at the September 8th Senate meeting. There was no real statement of a cap for workloads; now, there is. There were no guidelines for an appeals process; there are now. Guidelines for departments have been expanded dramatically and include development, implementation, review of workloads, and a review committee and process. Each college is compelled to have a review committee and process. The policy is now one he can recommend.

Senator Dorgan asked about the second sentence under 2.9.2: "A department's policy should be approved by all faculty to whom it applies." Must approval be unanimous? Alsop explained that the intent is for all to have a say in determining and approving the policy. Senator Hemphill suggested that adding the words "a simple majority of" before "faculty" would clarify. Kortum suggested that each department should determine percentage needed for approval; Dorgan agreed. Schacht asked, "If a department fails to develop a policy, what is the default?" Bitter suggested that it be the TBR policy. Schacht said the TBR policy is not yet named as an option. Stuart said one TBR-designated responsibility for chairs is to assign workloads. Alsop said a department cannot exceed TBR, but this policy, which has been worked on for over a year, is designed to increase flexibility for departments, not lessen it. The policy does not preclude arguments for or against itself; it permits a degree of self-determination for every faculty member and department. He moved that we adopt the policy with the possibility of amending it; Bitter seconded. Senator Champouillon asked what happens if a dispute is not

resolved before a person is supposed to perform a disputed task; a faculty member in his department was told to teach a class extemporaneously. Alsop said a committee should be drawn together quickly. Champouillon said there is no means of protecting untenured faculty. Bitter said the problem should be addressed, but in each department rather than in the Senate.

Kaplan said the policy is based on an assumption that every college has departments and that chairs have administrative responsibilities. Colleges could define structures and governance differently; how would the policy work then? Senator Crowe suggested that each college would determine its application. Alsop asked Kaplan to get to him any suggestion for revising the policy that would address the problem. Bitter suggested the words "Each department or equivalent administrative unit will . . ." to allow for differing college components.

Senator Peiris asked if a faculty member considers application of the policy unjust, can he or she file a grievance or just a complaint. Alsop answered that the appeals process could help protect faculty. He asked that the policy be voted on as amended. It passed with two nays and three abstentions.

Trogen said he was working on charges to committees, which will be emailed to senators. He asked that Legislative Affairs come up with a means for letting legislators know of our needs and asked for a meeting between senators and legislators. Senator Fisher said he has already been planning to arrange a meeting between the Legislative Affairs Committee and legislators and intended to ask State Senator Rusty Crowe to help with an agenda. Now he will work on arranging a meeting for all legislators and the whole Senate. Bitter suggested we arrange a meeting separate from a regular Senate meeting and invite other interested faculty. Schacht added that we might want to propose actions for legislators. For example, a faculty wrongfully dismissed was unable to receive back pay. We could ask for laws to address such issues.

Gerard asked that the Research, Creative, and Scholarly Activities Committee meet after the regular meeting adjourns, for the committee needs to elect a chair.

Alsop asked that the Senate not drop the ball on the Faculty Club. Govett said that the Elections and Governance Committee has only three members; others are needed to get the club going.

Trogen reported that Stephen Patrick has now retired from the University, and Burgess nominated Bitter to be TBR Subcommittee representatives; Dorgan seconded. Bitter was elected.

In addition, Trogen said we need to select members for several standing university committees. Senator Cherry has been nominated to the Parking Committee, and Trogen called for a vote on her election. She was elected

unanimously. Similarly, Alsop nominated Stacey Wilde, from Biology, to the Intercollegiate Athletics Committee. She also was elected.

Fisher reviewed the handouts he presented, a memo concerning and confirming soundness of TCRS and a report on ETSU ORPs. He announced that on October 9th, representatives from TIAA-CREF, ING-Aetna, AIG-VALIC will be in the Forum; on October 14th, TCRS representatives will be available. These meetings provide an opportunity for faculty to discuss the current economic crunch with representatives from their retirement plans.

Champouillon asked Alsop to report on the October 1st meeting of faculty with Gary Daugherty of Parker Executive Search concerning the search for ETSU's next president. Alsop expressed disappointment in the small number of faculty who were able to attend but said Daugherty was receptive to suggestions. Alsop explained that nominations for the presidency are open. Give Alsop or Schacht ideas, or send them directly to Daugherty at gdaugherty@parkersearch.com. Nominations will be closed on November 26th; on December 12th, all applications will be given to the committee. By December 15th or 16th, the committee will have from 8 to 10 candidates to interview. From those, the committee will choose 3 to 5 candidates, who will come to campus for interviews beginning January 12th, 2009. Two weeks later, the committee will submit three unranked names to Chancellor Charles Manning, who will choose ETSU's next president.

ANNOUNCEMENTS: Trogen reminded Executive Committee members of the meeting with Dr. Bach on October 7th at 8:15 a.m. Dr. Stanton will be attending, and the subject is our requests for support in released time or subsidies for Senate officers.

Trogen reminded that Drs. Stanton and Bach will be attending the next two Senate meetings respectively.

ADJOURNMENT: There being no further business, the meeting was adjourned at 4:40 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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