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2008 November 3 - 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: Thursday, October 30, 2008 12:54 PM
To: 'faculty@etsu.edu'; 'staff@etsu.edu'
Subject: Important Announcement - November 3, 2008 Faculty Senate Agenda

**FACULTY SENATE AGENDA
MONDAY, NOVEMBER 3, 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:

New Business: ETSU President Paul E. Stanton, Jr., will address the Senate on matters of concern, responding to both pre-submitted and extemporaneous questions if time permits;

Senator Bitter will report on the October 2008 TBR Faculty Subcouncil meeting;

Trogen will announce the Thanksgiving food drive and encourage faculty participation with the Staff Senate and SGA.

Continuing Business: Senator Burgess will issue a plea for senators to urge faculty participation in the Employee Giving Campaign;

Trogen will encourage committees to schedule regular meetings, perhaps on alternate Mondays, when the Executive Committee meets;

Treasurer Govett will report on the Courtesy Fund and solicit donations.

Announcements:

Adjournment:

Please Note: Next meeting is November 17, 2008, at 2:45 pm, in the Forum, Culp Center.

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

10/30/2008

MINUTES—November 3, 2008
Faculty Senate—East Tennessee State University

UPCOMING MEETING: November 17, 2008 2:45 pm Forum, Culp Center	FOLLOWING MEETING: December 1, 2008 2:45 pm Forum, Culp Center
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Present: Alsop, Arnall, Bitter, Brown, Burgess, Byington, Campbell, Cecil, Champouillon, Cherry, Creekmore (by proxy Odle), Crowe, Drummond, Ecay, Elhindi, Fisher, Fitzgerald, Franklin, Gerard, Govett, Granberry, Grover, Hamdy, Hemphill, Horton, Kaplan, Kelley, Kortum, Loess, Martin, Metts, Morgan, Mozen, Mustain, Peiris, Price, Roach, Schacht, Shafer, Shuttle, Smurzynski, Stone, Stuart, Tarnoff, Trainor, Trogen, Zou

Excused: Dorgan, Glover, Mullersman, Scott, Zhu

Guest: ETSU President Paul E. Stanton, Jr.;
Michael Zavada, Chair of Biological Sciences

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

APPROVAL OF MINUTES: The minutes of the October 20, 2008, Faculty Senate meeting were approved.

NEW BUSINESS: Trogen introduced President Stanton, thanking him both for addressing the Senate and for postponing his retirement to see ETSU through the difficult financial times ahead. Trogen commented that Stanton's remaining at the helm has instilled renewed confidence among faculty, staff, and students.

Stanton said the present crisis is the worst he has seen in his 24 years at ETSU. We will get through it, however, and retain quality people and instruction. The Budget Reversion Task Force, on which Trogen serves, has been meeting many times weekly and is leading the way in considering strategies to deal with the crisis. In July the budget was reduced 5.8% (\$3.7 million). In November it is being reduced another 3.4% (\$2.1 million), and we face another 3-5% reduction in January or February. Though raises in tuition will help, we cannot put a 30% increase onto students. As of November 1st, we face a \$400,000 shortfall.

Stanton explained that Quillen College of Medicine and Gatton School of Pharmacy are funded separately from other entities, for they are non-formula units. **Academic Affairs totals about 5% of the budget, Health Sciences about 14%.** In the reversions, administrators and the Task force are working to maintain percentages with across-the-board reductions, but they must find the \$2.1million immediately. As we plan next year's budget, we must do so without knowing the tuition increase until late June. Governor Phil Bredesen says the

state may be down \$600 million.

Stanton agreed that the College of Arts and Sciences is critical for education at ETSU, and its providing students core classes supports all programs at the University. At the freshman/sophomore level, 71% of ETSU's students are in CAS; 31% of juniors and seniors and 22% of graduate students are in CAS. Figures do not always explain the tight balancing acts entailed in meeting students' needs. For example, Chemistry needed two or three professors to provide mandated classes, so the department was given the okay to hire them. Otherwise, students would be illegally prevented from completing their programs.

Stanton also agreed that **ETSU may benefit from having a budgetary oversight committee.** The Budget Reversion Task Force is a critical force at a critical time. He does not know if it will continue, but he does value different perspectives. He will consider all options for equitable representation of all university constituencies in budget concerns. On the related matter of the **Senate's being represented on the Senior Staff**, Stanton explained that not much is done during meetings of the Senior Staff; members do their work elsewhere and either plan or report on it during the meetings. If the Senate gets individual representation, how many other groups will want the same? Conversely, administrators may want to be represented on the Faculty Senate. It is good to share information, but it is also beneficial to vet feelings and concerns without others present.

About the Honors College, Stanton reported that for its budget of \$1.12 million, the Honors College "does marvelous things." It is set up to bring together various elements of ETSU to enhance the quality of education for honors students and others. Honors students' GPAs are nearly 4.0; 91% graduate. It brings very progressive students to ETSU, as freshmen or as Midway Scholars, and it facilitates international studies. It does not take money from other programs but is "value added."

Stanton said that, despite plans for them, **TBR has mandated that there be no faculty raises.** He had set aside \$150,000 for raises to accompany tenure and promotions, and he supports the idea, also as "value added." He does plan to institute the raises once the money is available.

Senator Bitter asked if it would be better for candidates to apply now for tenure or promotion or to wait for the raises. Stanton said he urges faculty to go ahead for tenure and promotion. It will take Tennessee a year or two more to recover from the financial difficulties; the raises cannot be retroactive, for we could then never catch up.

Senator Kortum asked about equity pay as one of Stanton's stated top priorities. Does the proposed doctorate in Sports Physiology conflict with it? Stanton explained that the proposed program can work to bring in money rather

than cost the rest of the University. Because of start-up expense,, however, the program can be delayed until the budget crisis is resolved.

Kortum asked if the state government is aware of the problem. Stanton said yes; Dr. Richard Rhoda of THEC and he have had several discussions about how to get legislators to understand schools' difficulties. Legislators get raises this year despite budget problems but tell us we cannot have them.

About contingency plans if Stanton needs to retire sooner than he now intends, he explained his difficulties after having a stroke and in regulating his blood pressure. Anyone can be similarly afflicted at any time, but he is taking preventive medicines and feels good. Provost Bert Bach has said he does not want to be interim president, but Chief Operating Officer Wilsie Bishop has agreed to fill in, at least on an emergency basis. Then TBR would make longer-range decisions. There is a pool of former presidents and chancellors available to step in if necessary.

Biological Sciences Chair Zavada said that in his 2 ½ years at ETSU, he has clear vision of operations on his level, but more transparency is needed at the mid-management level. Stanton said much work is done among vice presidents, directors, and so on; he does not see the work until it has been completed. He thinks there may a better way of doing things in the future, and he will work to increase transparency.

Senator Hemphill commented that if the budget makes it necessary to reduce employees, letting administrators go could really help since their salaries are so much larger than faculty's. This may be a good time to combine colleges and get rid of duplication. Stanton said he saw the Task Force's grid sending administrators back into classrooms. We are reducing costs in many ways, including eliminating the holiday reception at Shelbridge. Not only does the frivolity of having the gathering seem inappropriate, but the three hours of entertainment cost \$11,350 last year, only \$650 less than some custodians earn over a whole year. He will personally pay for breakfast during a bare-bones meeting of TBR taking place at ETSU. Rather than a two- or three-day session including an afternoon of golf and gifts for attendees and their spouses as in the past, this year's gathering will include only TBR members, a light welcoming reception, the breakfast, and a day of work before the regents head home.

Senator Fisher said he was planning to contact legislators after the election. He has been in touch with Senator Crowe and plans to invite him, as well as Mumpower and Ramsey, to a Faculty Senate meeting. He asked that Stanton share the benefits of his knowledge of Tennessee legislators. Stanton said he has met with Ramsey, whose has family members who have attended ETSU, and he will let us know what he learns.

Trogen thanked Stanton for his candor and for the completeness of his answers to our questions.

Bitter reported on the October 2008 meeting of the TBR Faculty Subcouncil. He said ETSU is better off than most TBR schools; Tennessee State has lost 800 students and 13 tenure-track faculty. Chancellor Manning has indicated a need for a double-digit tuition increase. A new Subcouncil task force is looking for ways to involve faculty in complaints as they are now involved in grievances. Also, an increase in adjunct pay has been advised with an upper limit of \$2100; it has a high likelihood of being passed. That level will also be the starting point for overload pay.

Bitter asked for responses about suggestions to begin every fall semester on the fourth Monday of each August. Beginning it on the fifth Monday in an upcoming year pushes the end of the semester to December 22nd. Also, a suggestion has been made to move fall break to Thanksgiving week, but some say we need the break earlier. Bitter also reported that students' technical assistance fees will increase. Finally, 403b plans are being switched to different firms to fit investors' needs. Bitter commented that if the budget woes last as long as two or three years, it is hard to imagine our getting through without letting some tenure-track faculty go.

Senator Champouillon commented that a financial exigency would have to be declared or departments/programs dissolved for tenured faculty to be dismissed. Bitter answered that UT did decide to kill some programs. Communications Disorders was reinstated because of a public campaign, but essentially administrators can do whatever they feel is best.

Kortum suggested that the Senate be proactive, pushing for prioritized academic programs.

Trogen reported on the Budget Reversion Task Force saying that although members are under a gag order, he is more optimistic than before. ETSU Attorney Ed Kelly is fighting any movement toward Reduction in Force (RIF). Short- and mid-term actions exclude RIF, but we need a contingency plan of conservative steps for long-term problems. As Senators Martin and Cherry have reported, \$200,000 from parking subsidizes the general fund. Would people be willing to pay more if doing so means keeping faculty? Senator Alsop asked what will happen to parking lots if we redirect more money from parking. If parking restrictions were enforced all day, tickets would bring in more. Kortum added that if we are being asked to pay more for parking to subsidize current positions, he says no.

Senator Schacht said he would be willing to pay if the money is guaranteed to go to faculty. Bitter added that it would be better just to establish a fund to support faculty.

Senator Granberry said we need to consider all options before passing the hat. Hemphill suggested that eliminating some administrators may make passing the hat unnecessary, and Senator Franklin commented that administrators might want to use money raised to save faculty for other purposes. Schacht said that if the funds were raised via a union kitty to protect jobs, administrators could not touch them. Senator Mozen said she also opposes the idea of raising parking fees to pay faculty salaries. She does, however, support the idea of raising funds for people directly.

Trogen suggested that we and our constituents participate in the Holiday Food Drive. We depend on staff and should cooperate with them. He will let us know when the packing of boxes takes place so we can help.

CONTINUING BUSINESS: Senator Burgess asked that senators consider giving a “fair share”—an hour’s salary per month—to the United Way and encourage other faculty also to do so.

Treasurer Govett said she would provide a treasurer’s report via email. She will also name goals and solicit donations to the Courtesy Fund.

Hemphill reminded all to vote on November 4th—“Vote early and vote often.”

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).
wordsmithing*

Bingham, Jennifer Rebecca

From: Byington, Randy Lee
Sent: Monday, February 06, 2017 1:17 PM
To: Bingham, Jennifer Rebecca
Subject: Fw: Error(s) in Minutes

Dr. Byington

Dr. Randy L. Byington
Associate Professor of Allied Health Sciences



www.etsu.edu

From: Byington, Randy Lee
Sent: Sunday, February 5, 2017 3:57 PM
To: Sellers, Eric W.
Subject: Fw: Error(s) in Minutes

[3 November 2008]

Dr. Byington

Dr. Randy L. Byington
Associate Professor of Allied Health Sciences



www.etsu.edu

From: Grover, Kathleen H.
Sent: Monday, November 17, 2008 12:53 PM
To: Alsop, Fred J., III; Arnall, David Alan; Bitter, James Robert; Brown, Stacy Denise; Burgess, William Douglas, Jr.; Byington, Randy Lee; Campbell, Sharon E.; Cecil, David Patrick; Champouillon, David C.; Cherry, Shirley J.; Creekmore, Freddy M., Jr.; Crowe, Gayle; Dorgan, Kelly A.; Drummond, Ellen Williams; Ecay, Thomas Walter, Jr.; Elhindi, Yousif Abelahim; Fisher, William; Fitzgerald, Martin R.; Franklin, Jay D.; Gerard, Mira Sushila; Glover, Eric S.; Govett, Aimee Lee; Granberry, Nancy C.; Grover, Kathleen H.; Hamdy, Ronald C.; Hemphill, William K.; Horton, Amy B.; Hunter, Rebecca D.; Kaplan, Amy; Kelley, Jim L.; Kortum, Richard Dennis; Loess, Kurt H.; Martin, Brian Christopher; Metts, Tricia Ann; Morgan, Robert G.; Mozen, Diana; Mullersman, Jerald Eric; Mustain, Eric Leland; Odle, Brian L.; Peiris, Alan; Price, Kelly Blake; Roach, Jeff; Schacht, Thomas Edward; Scott, Pamela Howell; Shafer, Melissa L.; Shuttle, Jerry Franklin; Smurzynski, Jacek; Stone, William L.; Stuart, Charles Albert; Tarnoff, David L.; Trainor, William John, Jr.; Trogen, Paul C.; Zhu, Meng-Yang; Zou, Yue
Subject: Error(s) in Minutes

Dear Senators,

In rereading the minutes I distributed earlier today, I noted a few errors that I have corrected on my draft, but one is a glaring error I must correct now. On the first page, near the bottom, is a sentence noting the percentages of costs of Academic Affairs and Health Sciences. **Academic Affairs gets approximately 57% of the budget, not 5% , as the error indicates.** Please note this important correction! If you see other errors, please let me know. You may spot others besides those I have already corrected.

Again, thank you!