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East Tennessee State University
Box 23534 ETSU Johnson City, Tenn. 37614-0002 (615)929-4112

AGENDA

FACULTY SENATE MEETING

September 22, 1986

Forum Room, 3:30 p.m.

- I. CALL TO ORDER
- II. APPROVAL OF MINUTES
- III. PROGRAM SUGGESTED BY SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY
 - A. GENERAL EDUCATION CORE
 - B. MERIT PAY
 - C. MONITORING PHONE CALLS
- IV. ADJOURNMENT



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MINUTES OF THE SEPTEMBER 22, 1986 FACULTY SENATE MEETING

CALL TO ORDER

President Bill Fisher called the meeting to order at 3:35 p.m. A quorum was present.

APPROVAL OF THE MINUTES

The minutes of the September 8, 1986 meeting were approved. John Taylor asked that his name be added to the list of new senators.

ANNOUNCEMENTS

Anne LeCroy announced that a meeting for planning the October 20, 1986 Faculty Senate program would be held in Dean Jewell Friend's office Monday, September 29 at 3:00 p.m.

President Fisher reported that the College of Education will be responsible for the November 17 Faculty Senate meeting, and John Taylor is coordinator.

There has also been a request from the Library to present some items in the course of these college or school sponsored programs.

President Fisher announced that most of the senators have returned requests for committee membership. At the October 6 regular business meeting, an agenda document will be distributed to each committee as it meets at this time. A record will be kept of each committee's agenda.

The Executive Committee will meet Friday, September 26 at 1:30 in Room 220, College of Business.

PROGRAM BY SCHOOL OF APPLIED SCIENCE AND TECHNOLOGY

(A document of ten items suggested by this school was distributed to the senators. Three items had been chosen by the Executive Committee for discussion at this meeting. The other seven items have been assigned to appropriate Senate committees or University bodies.)

Jim Pleasant, Faculty Senator from Applied Science and Technology, opened the floor for discussion of the General Education Core. Hand-outs of the Memphis State University BASIC PRINCIPLES FOR A GENERAL EDUCATION PROGRAM, April 28, 1986, and of the ETSU memorandum from the Core Curriculum Task Force, dated November 28, 1984, were available to the senators.

President Fisher referred to another hand-out about the "Review of Freshman Curriculum", an audit to take place in 1986-87 by "all SBR collegiate institutions", and questioned ETSU Vice President Alfonso about the status of

this review. Dr. Alfonso stated that the process had been set back a year. This will be a planning year with the actual review occurring in the next year.

Jim Pleasant related that the various departments of the School of Applied Science and Technology had made these ten suggestions, not resolutions. The General Education Core discussion was begun by David Close by asking what has happened to previous proposals and whether this was a practical consideration by this body. The increase in number of faculty positions was cited as a problem. President Fisher stated that many committees had worked on general education core and a final decision was usually made by the SBR. He noted that the Memphis proposal was for 36 hours while ETSU proposes many more (52 hours). John Vaglia stated that one of the main problems with requiring so many hours was that programs can thus take $4\frac{1}{2}$ to 5 years. Students will choose other schools with fewer requirements.

In regard to comparison of hours (semester or quarter), President Fisher noted that all state schools will be on the semester system by 1989, because of a change in the funding formula.

President Fisher suggested that Academic Matters consider a more reasonable number of core hours for ETSU and the possibility of more electives. He noted that Memphis State received a \$35,000 special grant this year to accomplish their program.

In answer to Betsy Williams' question about foreign language requirements, Fisher stated that because this is a requirement for entrance, any courses taken while in college would be in addition to core requirements.

John Stone proposed that senators have time to read the proposals (hand-outs) and discuss further at a later time. Fisher noted that this subject could be referred to Academic Matters and mentioned that on October 25 representatives from all faculty senates in Tennessee will meet in Murfreesboro. The general education core will be discussed.

Vice President Alfonso suggested that the Senate not give too much time to the ETSU proposal. It met with a variety of criticism or concerns. He has committed himself to coming up with a general education proposal this year. He voiced the opinion that ETSU should steer away from a statewide general education curriculum. ETSU's special needs should be addressed. We should distinguish between general education and core, between what gives choices and what offers no choice. A state requirement of American history as core may be a mistake. Perhaps ETSU students need World history or European history, courses they do not receive in high school. ETSU should develop its own program.

John Taylor noted that Memphis State's goals were inconsistent with the courses listed. Dr. Alfonso stated that everything cannot be included in general education. Anne LeCroy noticed that Memphis State has left out of their 36 hours some state requirements. Fisher questioned how much freedom is allowed for core requirements. Membership on the SBR has changed and that might affect what has been allowed.

Merit Pay: Jim Pleasant stated that problems discussed in his school in regard to merit pay were unfairness and unequal distribution of funds. Some who were rated meritorious did not get merit pay. President Fisher remarked that some faculty rated as exceptional received no merit pay. There is a need for uniform guidelines. He observed that Memphis State received no merit raise but an 8.8% across the board raise.

Other senators mentioned "inflation" of evaluations and no correlation between ratings and rewards as problems. Another problem is a lack of criteria or real guidelines for administrators to use. Evaluation continues to be very subjective.

Dr. Alfonso agreed that the problems mentioned are real ones: inflation, lack of criteria, etc. There should be different criteria for different departments. Perhaps evaluation of faculty member's FAPs at the beginning of the year would help. He noted that only "exceptional" faculty can receive the top reward.

Dr. Fisher reported that he had learned that merit pay does not have to go into base pay. Decisions are made on the campus level.

Dr. Fisher requested knowledge of those who were rated exceptional and did not get merit pay.

Wilsie Bishop reminded the senate that the evaluations reported are the Deans' ratings not those of department chairmen.

About 10% of the total faculty were rated exceptional, stated Dr. Alfonso. Deans have leeway of \$400-\$800 for merit pay below the exceptional level. He believes less than \$400 is too little and reward loses its importance. Alfonso would like to see peer evaluations involved in rewarding merit pay. Most colleges gave merit pay to about 50% of faculty.

Jim Pleasant proposed that further discussion of merit pay be assigned to a committee. John Taylor suggested the Faculty Development and Evaluation Committee.

Before closing the discussion, a senator asked the question about increased enrollment and merit pay. Dr. Alfonso said that nothing is known now. John Taylor reported that a 1% raise after the October revision had been mentioned.

Monitoring Phone Calls: President Fisher stated that the new phone system had caused some concern. Scotty Snyder reported that the university is not monitoring incoming calls, nor recording conversations. It is recording toll calls only. Mr. Snyder introduced a representative from South Central Bell as a guest.

The question of the replacement of the WATS line was raised. Mr. Snyder stated that the university had always been charged for WATS calls; departments had not been charged.

Mr. Snyder stated the "800" number calls are not necessarily free to the university but are not charged to the departments. Calling card and local calls are recorded but not reported on paper. The information is recorded

for use in cases like obscene phone calls. There is no charge to departments for local calls.

Mr. Snyder said that charging for toll calls after 5 rings is based on time. The system cannot determine when a call is answered. He suggested allowing five rings, hanging up and calling again.

FINAL ANNOUNCEMENTS

President Fisher referred to a hand-out about class schedules. The reason for needing class schedule information by certain times is that the printing is done out-of-state. Planning for summer school is being processed now.

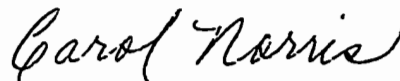
Information about the University of Tennessee liability insurance program will be obtained by President Fisher from the president of the UT Faculty Senate.

Dean Hales thanked the Senate for allowing the School of Applied Science and Technology to suggest the program for today. He expressed the desire for his faculty members to know the outcome of the agenda.

ADJOURNMENT

The meeting was adjourned at 4:50 p.m.

Respectfully submitted,



Carol Norris, Secretary

CN/kja



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NEW FACULTY SENATORS, 1986-87

Etta Saltos, Home Economics
Paul Walwick, Communication
Karen Renzaglia, Biological Sciences
Bob Samuels, Biological Sciences
Tom England, Accountancy
Al Lucero, Office Management
Don Jones, Human Development and Learning
Carol Connolly, University School
Don Ferguson, Microbiology
Mitch Robinson, Biochemistry
Katherine Dibble, Baccalaureate Nursing
Carol Pullen, A.D. Nursing
Craig Bishop, Environmental Health

Betsy Williams, Learning Resources
(renewal)

EAST TENNESSEE STATE UNIVERSITY FACULTY SENATE FINANCIAL REPORT

Budget Categories and Items	Budget 1986-87	Expenses July 1986			Total Expenses To Date 7-31-86	Remaining Balance 7-31-86
I. Travel (3000) In-state travel (3150) Encumbrances	\$2090.00	\$158.00			\$158.00	\$1932.00
II. Operating Expenses (4000) Duplication-Off Campus (4140) Printing by E.T.S.U. (4110) Telephone (4210) Data Processing (4420) Supplies (4500)	2100.00	83.00			83.00	2017.00
III. Students-RWSP (1410)	1000.00					1000.00
Totals	\$5190.00	\$241.00			\$241.00	\$4949.00
<p>Respectfully submitted,</p> <p><i>Gordon W. Ludolf</i></p> <p>Gordon W. Ludolf Treasurer</p> <p>September 8, 1986</p>						