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East Tennessee State University
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MINUTES OF THE NOVEMBER 3, 1986 FACULTY SENATE MEETING

CALL TO ORDER

President Bill Fisher called the meeting to order at 3:33 p.m., there being a quorum present.

APPROVAL OF THE MINUTES

The minutes of the October 20, 1986 meeting were approved by voice vote.

TREASURER'S REPORT

Treasurer Gordon Ludolf reported that the hand-out covered data through September, not October. (Report appended)

ANNOUNCEMENTS

President Fisher reminded senators of the Regents' Conference to be held April 5-7, 1987 at Tennessee State University at Nashville. ETSU may send twenty representatives. Those interested in attending should turn in their names.

Fisher also brought attention to two hand-outs concerning Medigap insurance, one being a survey for senators to complete.

Bill Fisher and John Taylor had attended SBR Faculty Sub-Council meeting. Bill Fisher reported the following: By 1987-88 minority hiring will become part of the Performance Funding formula; there was nothing accomplished toward the travel policy; SBR schools must submit a tenure/promotion/evaluation policy by the June board meeting in order to form a state policy by 1988-89.

John Taylor reported that the Intercollegiate Athletic Policy which had been passed by the Sub-Council has gone to the SBR Presidents' Council.

Other matters covered at the Sub-Council meeting were a unified calendar for all state schools (a proposal by Austin Peay, held over for further discussion) and funding for instruction - high rates of retention of students will be rewarded. Sick-leave bank, liability insurance and the hiring of non-U.S. citizens as faculty were items which were not discussed.

The next SBR Faculty Sub-Council meeting will be January 23, 1987. Items for discussion should be submitted to Bill Fisher.

The SBR Presidents' Council will meet in December. Two items for discussion will be the dismissal of students for disruptive behavior and appeals to the Chancellor.

The Higher Education Assembly met October 25th in Murfreesboro. ETSU was represented by John Stone, Margaret Houglan and Bill Fisher. John Stone attended the session on Faculty Evaluation. He reported that Shelby State and the University of Tennessee - Chattanooga presented their systems. The former uses a point system for quantifying service and research; the latter has changed its 6 - category system (much like ETSU's) to a 3 - category system with which they are better pleased. The Faculty Senate Faculty Development and Evaluation Committee is reviewing these systems and will make recommendations to the university ad-hoc committee reviewing our FAP-FAR process.

Margaret Houglan reported on the session dealing with General Education. Memphis State presented a report on their study which basically covered three points:

- 1) Developing a new general education core should involve several years' study.
- 2) Schools should first establish a philosophy.
- 3) Developing the core should be done in increments.

The Memphis study resulted in a draft proposal recommending 48 hours for the core, taking into consideration the new requirements for 1989. UT-Knoxville presented a hand-out with general ideas: more math would be required; foreign language or some type of multi-cultural courses would be necessary; history other than American history should be part of the core - at least two units.

Bill Fisher reported on the benefits session. The session was a discussion of the tax law changes. The new laws demand "comparability" of retirement systems. The question was "What is comparability?" It is obvious that Tennessee Consolidated Retirement and TIAA/REF have differences. There is the possibility of some changes in the retirement system. The question was raised about the change in the insurance program benefits from \$75,000 to \$50,000. The change was necessary for legal reasons: Benefits over \$50,000 will be taxable.

The ETSU Academic Council was attended by Betsy Williams in Bill Fisher's absence. Items covered were:

- 1) Approval of a course proposed by Nave Paramedical Center.
- 2) Hazardous waste survey.
- 3) Schedule of pre-registration dates. (There were problems and the schedule has been sent back to the Registrar).

Margaret Houglan attended the ETSU President's Council. The "October Revision" of the budget was the main topic. The amount of \$440,000 is available for use. About \$90,000 is available for salaries with inequities being addressed first. Dr. Beller and Dr. Alfonso are reviewing about 60-70 cases department by department, including merit raises as well as market inequities. Salary increases will probably not be as great in the next few years as they have been in the last two because of decline in student population.

Another topic discussed was the FAP-FAR-FAE process. Dr. Beller asked for a Deans' discussion. Interpretations of the process are varied. There is a need for consistency and better communications.

President Fisher reported on the University Council meeting of October 28.

There were several committee changes:

- 1) The Academic Freedom and Responsibility Committee has been re-structured and will now be called the Academic Freedom and Ethical Conduct Committee. Each college will elect a representative for three-year terms.
- 2) Three standing committees were discontinued:
 - a) Budget and Planning (still being discussed - three organizations handle the same activities).
 - b) Safety.
 - c) Space Utilization.
- 3) A new committee, Aesthetics and Heritage, was established.

The Faculty Senate resolution on parking was considered. Either a special committee will be appointed to look at long-range plans or the Parking and Safety Committee will assume additional duties. A property for sale on Maple is being considered as extra parking space. The new building for the Family Practice Center, across from the Foundry, is to be in operation by Dec. 31, 1987.

Carol Norris announced that the 1986-87 Performance Funding Report will be at the Information Desk in the Library.

John Taylor mentioned first that there was an orientation meeting for new faculty and student members of SBR committees. This was a result of the Sub-Council's request. Secondly, Dr. Beller wishes to have a faculty member serve as a liaison between faculty and administration in order to improve communication. The position would be part-time and short-term. Plans are not complete, but Dr. Taylor has been asked to be the first liaison. The question was raised about how he would report. Another senator stated that he thought the Executive Committee was to serve this function. Bill Fisher reported that the Executive Committee had met with Dr. Beller and Dr. Alfonso recently. Some of the concerns were discussed and further meetings are expected.

Anne LeCroy announced that Arts and Sciences Faculty Council met and had two suggestions:

- 1) The Executive Council should meet as soon as possible with the President and Vice-President and
- 2) The President should meet with the Senate after two or three more colleges have presented their concerns and we see that a number of similar concerns surface.

President Fisher reminded the Senate that the next Senate meeting on November 17 will be led by the College of Education.

President Fisher reported that in the Executive Committee's meeting with Dr. Beller and Dr. Alfonso the following were discussed:

- 1) Dr. Beller stated that sabbaticals and the dental and optical programs were primarily the responsibility of the Sub-Council and legislature.
- 2) A committee is being created to study the General Education Core.
- 3) Inequities in merit pay are to be addressed.
- 4) Delays in the hiring procedure are not in the President's or Vice President's office. Affirmative action requirements and noncompliance by units cause delays. Changing forms for advertising may be reviewed to improve speed in that sign-off process.

Dr. Taylor is compiling a list of past resolutions from four years of Faculty Senate. The doctoral intern is working on this project. The list will be given to the President and Vice President to review for future discussion.

Betsy Williams reminded us that Dr. Beller, in meeting with the Executive Committee, had asked for specific incidents of unfairness or inequities.

COMMITTEE REPORTS

- 1) Academic Matters - the Faculty Senate committee should review the UT-K, Memphis and ETSU reports on General Education Core in order to make recommendations to the new university committee.
- 2) A new non-Faculty Senate committee has been formed to review evaluation. Their report should be in by May 15, 1987 in order to go to the SBR by June. Members are Deans Hipps and Friend, John Stone, Margaret Hougland and Bob Riser. Chairman is Glen Riecken. All previous policies and procedures by departments (peer review, etc.) will be reviewed and one uniform policy will be sent to the SBR.
- 3) Another non-Faculty Senate committee to review the role and scope of the ETSU athletic program is being created. Chairman is Emmett Essin. Other recommended members are Peter Shoun, John Taylor, and Jerry Nagel. It should report to the University Council April 1987.
- 4) A non-Faculty Senate Parking Facilities Committee may be formed.
- 5) Concerns and Grievances Committee - Arne LeCroy read a report on an appeal being delivered to the President and Vice President. The committee calls for a hearing committee to be formed to deal with this case. A motion for the committee to be formed was carried with two senators abstaining. The regular meeting is November 10.
- 6) Senate Election Committee - Names should be recommended for a replacement for Ron Day.
- 7) Exit Interview - Those leaving will receive questionnaires.
- 8) Faculty Development and Evaluation - Minutes of recent meetings have been distributed. The committee is reviewing evaluation systems of other schools.

OLD BUSINESS

Arne LeCroy requested names from units for the Promotions and Appeals Committee.

NEW BUSINESS

Senators from the College of Education should stay after today's meeting to finish the plan for the November 17 program.

ADJOURNMENT

The meeting was adjourned at 4:53 p.m.

Respectfully submitted,

Carol B. Norris

Carol B. Norris, Secretary

Faculty Senate Meeting
November 3, 1986
Attendance Record

Senators Present

Margaret Hougland
John Taylor
Jim Pleasant
Paul Walwick
Lester Hartsell
Thomas England
Anne LeCroy
Betsy Williams
Gordon Ludolf
Al Lucero
Eduardo Zayas-Bazan
James Fields
Glenda DeJarnette
Ruth Ketron
Greg Bishop
David Chi
Donald Ferguson
Mitchell Robinson
Pat Flaherty
Betty Edwards
Carole Connolly
Karen Renzaglia
David Close
Carol Pullen
Linda Kerley
Katherine Dibble
John Stone
Carol Norris
Bill Fisher

Senators Absent

Mark Airhart (Excused)
Peggy Cantrell
Don Jones
Joseph Mattson
Paul Monaco
Etta Saltos
Bob Samuels
Bob Stout
Gwen Thomas
Richard Verhegge
Frederick Waage

Visitors

Rachael Shultz - Intern
Wilsie Bishop