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Faculty Senate, East Tennessee State University

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East Tennessee State University
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MINUTES OF THE NOVEMBER 17, 1986 FACULTY SENATE MEETING

CALL TO ORDER

President Bill Fisher called the meeting to order at 3:32 p.m., there being a quorum present.

APPROVAL OF THE MINUTES

One correction was made in the minutes of the November 3, 1986 meeting. The minutes were then approved as corrected.

ANNOUNCEMENTS

Bill Fisher announced that THEC had recommended a 7% increase in funding for salaries to be available for each institution. Also a 7% increase in tuition was recommended. The increase in individual salaries would be based on performance, as Dr. Fisher understood it, not given as across-the-board raises.

COLLEGE OF EDUCATION AGENDA DISCUSSION

An agenda of nine items was distributed to senators prior to today's meeting.

John Taylor explained that the items were derived from a discussion of the college's advisory committee after a solicitation of ideas from all Education faculty.

Items one and two on the list, dealing with faculty evaluation and merit pay, have been items on previous agendas. Dr. Fisher reminded the Senate of the new committee to study faculty evaluation. John Stone announced that the first meeting will be December 5. John Taylor stated that in compiling the list of resolutions made by the Senate in recent years, he discovered that the proposal made last year by the Senate Faculty Development and Evaluation Committee had been presented to the Academic Council in May and was assigned to the "new" committee being formed to review the FAP-FAR-FAE process. No action has been taken.

Al Lucero asked John Taylor if there was sufficient communication of guidelines and if there are specific criteria for service and research. Taylor answered that the amount of communication varies; attempts are made at giving criteria. Taylor noted that there seemed to be more consistency shown when chairmen judged research than when a committee of peers judged. Taylor stated that a policy was developed by the College two or three years ago. The problems arise in inconsistent applications of the policies.

Don Jones reminded senators that a questionnaire on use of student evaluations

was distributed to all faculty two years ago. The results showed that student evaluations were used in different ways.

John Stone felt that the main reason for an over-relying on student evaluations was that they are the one factor that seems more or less concrete; they present numbers.

Stone stated that the Faculty Development and Evaluation Committee hoped to have some written proposals ready for review at the December 1 Senate meeting. These proposals will be given to the new ad hoc committee.

When Al Lucero asked all senators for a show of hands of those whose departments have an additional set of criteria for evaluation (besides the Vice President's guidelines), only six senators raised their hands.

John Stone felt that evaluations were often made by comparison with other faculty and not by following a set of guidelines previously agreed upon.

Item three revealed the concern of Education faculty with recent criticism of teacher education. John Taylor stated that the quality of teacher education is not the sole responsibility of the College of Education. It has become more and more difficult to recruit the "best and brightest" to teaching. Changes are needed in society, in areas beyond the colleges of teacher education.

Bill Fisher reported that there was a meeting of the Deans of Colleges of Education from various universities November 16 in Nashville. Changes in teacher education programs were discussed. He also reported that TEA is lobbying for a starting salary of \$18,500 for K-12 teachers.

Item four raised the issue of quality control of students at ETSU. If there are enrollment-driven funding formulas, pressure is placed upon faculty who are very demanding to be more lenient. Student retention becomes very important. Bill Fisher noted that ETSU's enrollment has remained fairly consistent, compared with some other state schools.

John Stone felt that individual faculty who raise standards are those who suffer the consequences. He suggested that the Academic Affairs Committee look at the situation which sometimes results, a shifting of positions to another department. Also, Stone suggested that the Senate or President Beller express to the SBR and THEC that they should proceed with the peer institution funding system as a remedy to the problems with enrollment-driven funding. Stone noted that the President of the University of Alabama spoke at the Alabama legislature two years ago against enrollment-driven funding. It is not known whether the University has since ceased this procedure.

Dr. Fisher suggested that if there is a decline in the 18-24 year age group, as expected, enrollment-driven funding will not work.

John Taylor stated (in returning to the topic of upholding high standards in the classroom) that often summer school teaching jobs go to those faculty who are in demand (are popular). Many times a teacher's popularity stems from his or her lack of demands.

Item five, concerning budgeting for summer school, stated that "Summer school

budgets sometimes prohibit providing optimal or appropriate programs". The College of Education feels that it is particularly affected. The Senate recommended at one time that departments have a policy for assigning summer school courses. Some departments have a sequential arrangement.

Item six suggested that University School is not now being used at optimal levels as a laboratory school. The renovation of the school will begin in late spring. Acting Dean Floyd Edwards stated that facilities for 575 students will be needed next school year.

The question was raised about tenure for University School teachers. Tenure is with the University, not Washington County.

John Taylor reminded the Senate that the Research Committee made a strong recommendation about the use of University School for research purposes.

Item seven dealt with present personnel policies relating to replacement of secretaries. The College had experienced several losses of secretaries and resulting gaps of time when faculty had to assume secretarial duties. The problem for departments is that searches cannot begin until after a staff member leaves. Betsy Williams suggested that the source of the present policy be ascertained - is it an FTSU or state policy?

Item eight referred to field-based educational experiences and faculty involvement. Since these are more time consuming than regular classes, faculty involved in them should receive extra consideration. Don Jones noted that supervision of graduate students in practicums is similar and is not considered in a teaching load. Acting Dean Floyd Edwards stated that although adjustments probably should be made, he was not sure if they could be. He thought the problem went beyond what administrators could do. John Taylor gave an example of a Reading practicum which has had as many as 25 people to deal with individually and counts as only 1/5 of the professor's load.

David Close stated that the College of Arts and Sciences worked out this problem over five years ago. Professors receive extra credit for overloads and other situations.

Item nine was not discussed because a report from the Concerns and Grievances Committee regarding a tenure appeal was necessary. The committee met with Dr. Beller and Nancy Garland November 12 to discuss the proposal about setting up an independent seven-person committee as recommended by Dr. Alfonso. Dr. Beller did not feel this procedure followed written policy. He asked that one of three options be followed - to reconstitute the committee as a hearing committee, to check SBR procedures for violations or do nothing further as a committee. There is no provision for the Concerns and Grievances Committee to change its name and rehear the case. The President has the ultimate authority by board decree to make a decision about tenure, etc. The President now either alters his decision or keeps it as is, and the individual may appear before the SBR or go to court.

The committee is staying with the original decision and asking Dr. Beller to respond as soon as possible.

After a very lengthy discussion about the necessity for an appeals procedure

in the case of non-tenure, the Senate finally wrote the following resolution to be presented to Dr. Beller:

The Senate did not deem it appropriate that the Concerns and Grievance Committee be constituted as a hearing committee in the case of Dr. _____.

However, if the President does not deem the seven-person committee (Policy 2.1.2F6, page 8) appropriate for this case, the Senate strongly urges that the University Promotion Appeals Committee be authorized to act as a hearing committee for this case only.

The Senate further recommends that a permanent Tenure Appeals Hearing Committee, composed of tenured teaching faculty, be elected from the various schools and colleges to serve in any future hearing of this nature.

ADJOURNMENT

The Senate meeting was adjourned at 5:20 p.m.

Respectfully submitted,

Carol B. Norris

Carol B. Norris, Secretary

CBN/kja

Faculty Senate Meeting
November 17, 1986
Attendance Record

Senators Present

Joseph Mattson
James Pleasant
Etta Saltos
Peggy Cantrell
Lester Hartsell
Arne LeCroy
David Close
Eduardo Zayas-Bazan
Karen Renzaglia
Paul Walwick
William Fisher
Gordon Ludolf
Thomas England
Alfonso Lucero
Betty Edwards
Gwen Thomas
John Stone
John Taylor
Carole Connolly
Don Jones
Carol Norris
Mitchell Robinson
Robert Stout
David Chi
Elizabeth Williams
Don Ferguson
Richard Verhegge
Ruth Ketron
Creg Bishop
Mark Airhart

Senators Absent

James Fields
Frederick Waage
Robert Samuels
Margaret Hougland (excused)
Paul Monaco
Linda Kerley
Katherine Dibble
Carol Pullen
Pat Flaherty
Glenda DeJarnette