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### 1988 April 4 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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East Tennessee State University  
Box 23534A • Johnson City, Tennessee 37614-0002

FACULTY SENATE MEETING

April 4, 1988

D.P. Culp Center, Forum 3:30p.m.

I. CALL TO ORDER

II. APPROVAL OF PREVIOUS MEETING MINUTES

III. REPORTS AND ANNOUNCEMENTS

Executive Committee Report

IV. UNFINISHED BUSINESS

V. NEW BUSINESS

Faculty International Exchange

State Health Insurance Program

Status of Telecommunications at ETSU

VI. ADJOURNMENT



East Tennessee State University  
Box 23534A • Johnson City, Tennessee 37614-0002

APPROVED MINUTES OF THE FACULTY SENATE MEETING

April 4, 1988

CALL TO ORDER

The meeting was called to order by President Margaret Hougland at 3:36 p.m.

APPROVAL OF PREVIOUS MINUTES

The minutes of the March 21, 1988 meeting were approved with a notation that Dr. Clark Gillett was present.

REPORTS AND ANNOUNCEMENTS

Committee Reports will be presented April 18, 1988 and May 2, 1988.

Faculty Senate proposal to eliminate introduction of new faculty at the Fall Convocation was approved and forwarded to Dr. Robert Alfonso, Vice President for Academic Affairs.

William Fisher distributed information concerning the State Health Insurance problems and addition costs that state employers may have to require.

NEW BUSINESS

Faculty International Exchange. Ed Williams distributed a draft of a proposed policy for Faculty Exchanges as one aspect of "internationalizing the campus." After extensive discussion the issue was referred to the Academic Matters Committee. The committee is to report to the Senate May 2, 1988.

State Health Insurance. Patsy Leach discussed a history of the program. She described her activities with the State Insurance directors from December 1987 to last Thursday. She attributed many of the problems with the new program to the low number of physicians who have signed to participate in the programs, specially in Greene, Washington and Johnson Counties. Bristol also has no participating hospital or physicians. Ms. Leach explained that the Director, Richard Chapman, was not aware of the problems. However, state officials are now working on alternatives to correct the problem.

Dr. Clark Gillett explained the problems that physicians have with the program and reasons for the lack of participation. Extensive discussion followed. Ms. Leach related the problem with the State Dental Insurance Program.

Status of Telecommunications at ETSU. Mr. Scotty Snyder presented the background and work to bring the cable TV and telephone segments of telecommunications to ETSU. Also, he mentioned plans for networking with computers, especially P.C.s. Dr. James Vaught discussed plans for Instructional Telecommunications. He distributed copies of a plan dated January 1988. He discussed the hardware, region and population served by the proposed systems. Extensive discussion took place during the presentations by Mr. Snyder and Dr. Vaught.

**ADJOURNMENT**

The meeting was adjourned at 5:10 p.m.

Respectfully Submitted,

  
Alfonso Lucero

**ATTENDANCE AT FACULTY SENATE MEETING**

April 4, 1988

Present

James Pleasant  
David Close  
Edwin Williams  
Colin Baxter  
Paul Walwick  
Bill Fisher  
George Granger  
Steb Hipple  
Al Lucero  
Bill Campbell  
Jean Frazier  
John Stone  
John Taylor  
David Chi  
Clark Gillett  
Mitchell Robinson  
Brunhilde Tober-Meyer  
Margaret Hougland  
Katherine Dibble  
Linda Kerley  
Creg Bishop  
Glenda DeJarnette  
Ruth Ketron  
Betsy Williams  
Werner Waldron

Absent

Jim Fields  
Etta Saltos  
Suzanne Smith  
Anne LeCroy-ex  
Karen Renzaglia  
Bob Samuels  
Fred Waage  
Eduardo Zayas-  
Bazan  
Charles Beseda  
Don Jones  
Mark Airhart  
Joyce Bassham  
Richard Verhegge  
Donald Ferguson  
Bill Campbell

Guests

Scotty Snyder  
Patsy Leach  
James Vaught  
Wilsie Bishop

## FACULTY EXCHANGE

The administration of East Tennessee State University has demonstrated its willingness to support faculty exchanges as part of its effort to internationalize the campus. They have assisted several faculty members in obtaining developmental study funds from the State Board of Regents for study abroad; moreover, they have supported several visiting Fulbright Fellows. Such support is laudable. Faculty exchanges can be highly beneficial for the individual faculty member, the students, and the university as a whole. While studying abroad the professor has an opportunity to further her or his education and research, and to do so in such a way that it heightens that person's awareness of other cultures, lifestyles and academic systems. Moreover, having foreign faculty at ETSU gives our students first hand acquaintance with someone from a different culture. Exchanges, then, seem to be a superb way to internationalize the campus.

We wish to make suggestions for additional efforts to increase the number of faculty members and students who can benefit from the university's efforts to internationalize the campus. There are three ways to support and encourage faculty exchanges. Though the particular details await final consultation with the administration, we offer these for consideration, given, of course, the university's limited financial resources.

The faculty and the administration should work together to:

- 1) Set up faculty exchanges with universities outside the United States;
- 2) Seek fellowships or research opportunities in other countries;
- 3) Encourage professors from non-American universities to take their sabbaticals or study leave at ETSU.

To help implement these, the administration might give release time to a faculty member so she/he can coordinate all the following efforts. Such a coordinator could not only serve to encourage faculty exchanges, but also student study abroad, special international events, etc.

### 1. FACULTY EXCHANGES

There are a number of able faculty members in countries around the world which would like the opportunity to make a semester or year long exchange with faculty members from an American university. However, many of these would be unwilling to make an exchange with an ETSU faculty member if they had to carry the standard ETSU teaching load. The administration recognizes this problem and has agreed that sojourning faculty should have a reduced teaching load (say a 2-3 or a 3-3 course) load, and to make university funds available to hire part time teachers to fill any gaps created because of the lowered teaching load. The university community should be aware of this commitment so they can be open to arranging such exchanges.

In most universities exchanges are made or at least initially proposed by the individual faculty members. We encourage faculty to

seek such exchanges; we also encourage them to contact colleagues at foreign universities who might know of others who would be interested.

Once initial contact has been made, specific financial arrangements will need to be negotiated by the exchanging faculty members, if necessary, with the assistance of the international coordinator. The particular details of the arrangements will vary from case to case. Ideally the administration should do all it can to support the arrangements suggested by the exchanging faculty, whether they agree to a swap of salaries or a retention of them. It is here that an international coordinator would be especially helpful; she/he could intervene on behalf of the parties to ease the administrative burden of such arrangements, including arrangements about salaries, fringe benefits, visas, passports, necessary governmental approval, etc.

## II. FELLOWSHIPS, TEACHING, OR RESEARCH OPPORTUNITIES

Some faculty members may, through their own initiative, identify foreign institutions which would be able to provide them an office, and possibly a stipend or honorarium, so they can pursue research abroad. The administration should encourage and support such efforts; moreover, they should recognize that since the school does not have formal sabbatical leave, that this usually requires a substantial financial loss by the individual faculty member. To facilitate these efforts, we suggest that the administration:

- 1) Grant such faculty members leave except in the most extreme circumstances;

- 2) Help the faculty member seek additional financial support, where feasible, from the State Board of Regents or other granting agency;

- 3) Direct chairpersons and deans to give all faculty abroad across the board increases and to consider work done abroad for merit pay increases. This is not to say that such work automatically warrants merit pay; but it is to say that such work deserves consideration;

- 4) Give the faculty member the option of counting the year abroad toward promotion and tenure, and to award the individual the appropriate longevity pay;

- 5) Allow employees to keep their health and life insurance benefits, if they so desire, with the state continuing to make its standard contribution toward such benefits.

## III. INCOMING FACULTY MEMBERS

To encourage foreign faculty to take their sabbaticals or professional leave at ETSU, we should give such faculty the privileges and rights of ordinary faculty members, including: library privileges, and use of secretarial, duplicating, and word processing facilities, whenever available. Moreover, we suggest it would be appropriate to offer said faculty a small honorarium, depending on their length of tenure, perhaps \$1,500 per semester. For this honorarium, the university may reasonably expect the academic visitor to make some contributions to the university, including, perhaps, public lectures, class presentations, faculty colloquia, etc. The specific details of

which are to be worked out between the visiting professor and the department to which she or he will be aligned.

We recognize that there may come a point where there are more requests for exchanges, leave without pay, and incoming faculty members than the universities can feasibly afford; in such cases, choices will have to be made.

The premier criteria of selection must be the pedagogical and research skills of the faculty member involved. To insure that the university's funds are well-spent, and to insure that our reputation not be tainted, all persons and departments allowed to participate in faculty exchanges must be professionally meritorious. To send a mediocre faculty member will not only be a disservice to the university community, it will be a disservice to the institution to which that member is going. We recognize this sometimes requires making hard decisions, but this is essential.