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1991 February 4 - Faculty Senate Agenda and Minutes

Faculty Senate, East Tennessee State University

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**FACULTY SENATE
NEXT MEETING:
February 4 at 3:30 pm
FORUM ROOM, CULP CENTER**

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Notes: TO DEPARTMENT CHAIRS: Please post

AGENDA

- 1) Approval of the January 28 minutes (enclosed).
 - 2) Treasurer's report.
 - 3) Announcements
 - 4) Old business
 - 5) Report on 02/01 Faculty Sub-Council meeting - Bob Riser
 - 6) ETSU Employee & Retiree Benefits report - Bill Fisher
Includes 1990 Incentive Retiree Report numbers and costs, 1991 TCRS Optional Retirement Law changes, ETSU tax deferred annuity study, notice of upcoming retirement workshop, hospital insurance changes, 02/02 THEFA (Tennessee Higher Education Faculty Assembly) meeting.
 - 7) Other business
 - 8) Adjournment
-

MINUTES OF THE FACULTY SENATE MEETING FOR FEBRUARY 4, 1991

President Bob Riser called the meeting to order at 3:39 p.m. A quorum was present.

The minutes for January 28, 1991 were corrected. Under COMMITTEE REPORTS, paragraph # 6, the last line read: "Thus the choices for SAI are to wait until Spring 1992 to use the new form or continue to use the old form." This sentence was corrected to read: "Thus use of the new SAI will have to wait until Spring 1992. In the meantime, the old form will continue to be used." After correction the minutes were approved.

TREASURER'S REPORT. There was no treasurer's report.

ANNOUNCEMENTS. Riser introduced Kiki Ejlali as the representative from SGA. She and Susan Hart will alternate attending Faculty Senate meetings as observers.

Riser announced that the next Executive Committee meeting will take place on Friday, February 8, 1991 in Room 206, Lamb Hall.

Dan Johnson, chair, Academic Matters Committee, reported that Academic Council thoroughly discussed the committee's report on academic advisement. Johnson noted that Nancy Garland, Office of the Vice-President for Academic Affairs, is to meet with other parties who have a role in the advisement process to address some of the problems with the advisement system at ETSU.

Riser reported that the Ad Hoc Budget Committee has met twice. The committee consists of the Faculty Senate president Riser, past senate president Hugh LaFollene, president-elect Bob Acuff, George Poole, mathematics, Joellen Edwards, nursing, Chip East, physical education, SGA president Steve Ferrell, and staff/administrative representatives Fred Sauceman, Ginger Hawk and Dwight Taylor. One student representative from the nontraditional age category is yet to be chosen. President Ronald Beller chaired the first meeting.

The three major issues put before the committee in regard to the 1991-92 budget included: 1) vacant positions; 2) part-time faculty staffing for Fall 91; and 3) special allocations in the budget. Beyond 91-92 budgets, any topic will be open for discussion. Riser encouraged senators to submit suggestions on the budget to him or the other senate representatives. Riser noted that Fred Sauceman, university relations, is going to solicit ideas through a notice in Update.

REPORTS. FACULTY SUB-COUNCIL MEETING. Riser reported on the February 1 Faculty Sub-Council meeting held in Nashville. This body is composed of one faculty senate representative from each of the TBR schools. A proposal, from the Academic Sub-Council (composed of Vice-Presidents of Academic Affairs of the TBR schools), was discussed. The Academic Sub-council, in their January 31 meeting, voted 18-2 in favor of a five-year post tenure review procedure. The proposal calls for a five-year (formative) review of tenured faculty to supplement the annual (summative) reviews. The Faculty Sub-Council voted unanimously to oppose the post-tenure review proposal.

Discussion in the senate centered on a number of issues related to this proposal. Beth Smith, nursing, suggested that the definition of summative and formative was reversed, and should be corrected. She also commented on the time-consuming nature of such a proposed review process.

Other questions on this proposal and related issues focused on the following: the reasons for such a proposal, the necessity of reviewing administrators as well as faculty, and the link between budgetary restraints and merit pay in ETSU's FAP/FAR/FAE process.

The post-tenure review proposal will be considered by the TBR presidents at their next meeting. If endorsed by the presidents then it will likely be submitted to TBR for consideration at its March meeting at Cleveland State.

TENNESSEE HIGHER EDUCATION FACULTY ASSEMBLY. Riser, Anne LeCroy, arts and sciences, and Bill Fisher, business, reported on the February 2 meeting of THEFA. THEFA consists of representatives from the University of Tennessee system and the TBR system. The main topic of discussion was the budget situation. Pessimism abounded. It was noted that because of the economic recession and the Persian Gulf war, the Tennessee legislature is unlikely to support increase in revenues through taxation.

Faculty Sub-council, Nashville, 2/1/91

Agenda items included the following:

- 1) Summer enrollment & funding - Concern was expressed by several representatives of 2-year institutions over the practice of giving part-time and/or adjunct faculty priority over fulltime faculty in summer school teaching assignments. Arch Griffin (Shelby State C.C.) is chairing a subcommittee to study summer enrollment and funding and asked each representative to provide him with the following information on summer school at their institution: total expenditures, total costs, procedures for assigning classes, enrollments, and monies allocated by the formula (including R&D).
- 2) Personal leave - Concern, again from 2-year representatives, was expressed over inflexibility of their institutions to allow faculty to be away from campus (e.g. to attend a family member's graduation, to participate in a professional meeting, etc). Discussion indicated that this is a problem at 2-year institutions but is not a problem at 4-year institutions. A proposal to recommend "personal leave" days for faculty was withdrawn in favor of a motion to allow faculty at 2-year institutions the flexibility to cover classes collegially during necessary absences.
- 3) Report from Academic Affairs Sub-Council on faculty evaluation/tenure - Bert Bach, TBR Vice-Chancellor for Academic Affairs, presented a proposal from the Academic Affairs Sub-Council (VPAA's from TBR institutions), regarding post-tenure reviews. Their proposal recommends:
 - (a) That the following sentence be added to Section III, Item 2, of the TBR policy (5:02:03:00) on Academic Freedom, Responsibility, and Tenure. The continued professional growth and development of faculty is necessary for institutions of higher education to continue to provide educational programs in accordance with the institution's mission, goals, and changing needs of the institution.
 - (b) That a new TBR policy relative to evaluation be written. The policy statement should address both formative and summative evaluations. The summative evaluation would be the annual evaluation; the formative would be the 5-year review. The policy statement would include:

Each institutional policy must include a process section which provides, for purposes of faculty growth and development procedures for a formative review of tenured faculty that occurs with no less frequency than every five years. This process should supplement institutional procedures for annual evaluations in assessing performance over a longer period of time in light of established criteria for tenured professors and of the mission, goals, and changing needs of the institution.

Institution: will review procedures to ensure that faculty continue to grow, develop, and progress in relation to institutional growth, development, and change. Opportunity for faculty participation in the review process must be assured. Results may include objective activities for professional development where the need is justified. Failure to comply on the part of the faculty member may lead to administrative action.

(c) That the title of Policy 5:02:01:05 (Policy on Faculty Development) be changed to "Policy on Professional Growth and Development of Faculty."

Three concerns were expressed by members of the Faculty Sub-Council: 1) Cost - Each year approximately 20% of tenured faculty would be up a post-tenure review. This would involve a significant amount of time on the part of faculty, chairs, deans, and vice-presidents involved in the review process. 2) Necessity not demonstrated - Existing review policies should be adequate; annual reviews can be formative and can be implemented so as to look beyond a one-year span. 3) Skepticism as to purpose of proposal - The proposal's emphasis seems to be on evaluation with little or no emphasis on improvement/developmental plans and activities. The Faculty Sub-Council voted unanimously to inform the Presidents' Council their opposition to the five-year post-tenure review.

- 4) Report on issues involving uncapping of mandatory retirement for tenured faculty - In 1986, Congress amended the Age Discrimination in Employment Act (ADEA) to end mandatory retirement of tenured faculty at age 70, with the amendment becoming effective Jan 1, 1994. States, systems, and institutions are permitted under this amendment to "uncap" mandatory retirement prior to this date. Linda Doran, TBR Assistant Vice-Chancellor for Academic Affairs, reported on (1) the findings of recent national studies on state and institutional responses to the ADEA amendment and (2) a profile of current age distribution of TBR tenured faculty within the context of faculty employment and retirement issues.

The ETSU Faculty Senate has a copy of the complete report.

LeCroy noted that part-time faculty was one of the serious concerns of the assembly, and that she was preparing a report on this topic.

ETSU EMPLOYEE AND RETIREE BENEFITS REPORT. Bill Fisher reported on a number of issues pertinent to employee and retiree benefits. Fisher noted that it is highly unlikely that early retirees will be replaced. Throughout the state employees who retired were not being replaced. He reported that at ETSU 24 persons (17 staff and 7 faculty) took part in the incentive retirement program.

Fisher further reported that it is now impossible for an employee to cash in or to transfer to another vendor any funds from a retirement system to which the state contributes. (This includes Tennessee Consolidated Retirement System and TIAA-CREF.) Fisher also stated that pending legislation, if approved, would add up to two other vendors (in addition to TIAA-CREF) to the optional retirement program. This would provide faculty members with the choice for investment flexibility.

OTHER BUSINESS. Beth Smith, nursing, announced that Sally Crawford, adult nursing department, will fill Rosemary Brown's term. Crawford also will assume Brown's position on the Concerns and Grievances Committee.

Bob Acuff, medicine, announced that Sasaki representatives will be on campus on February 12 to discuss the master plan. They will set up in room 220, Sam Wilson Hall. A draft report of Sasaki's findings will be ready by that date. One copy will be in the Sherrod Library, and another copy in the medical library.

The meeting adjourned at 4:35 p.m.

PRESENT

Ken James	Chris Ayres
Charles Parker	Ernest Bentley
Jim Pleasant	Mary Nelson
Bob Riser	Marie Tedesco
Scott Beck	Bob Acuff
Mark Holland	Kenneth Ferslew
Christa Hungate	Ahmad Wanzad
Dan Johnson	Carol Gordon
Hugh LaFollette	Beth Smith
Anne LeCroy	Saralyn Gold
George Poole	Charles Johnson
Ed Williams	Gene McCoy
Bill Fisher	Rebecca Nunley
Mary Lou Gammo	Phil Scheuerman

ABSENT

Robert Davidson
Bill Campbell
David Close
Margaret Houglund (ex.)
Al Lucero
Virginia Adams (ex.)
Katie Dunn
Rebecca Isbell
Brad Arbogast
Sue McCoy (exc.)
Elizabeth Williams
